



## **Coach Training to create alignment**

**Client:** Global Pharma Company

**Situation:** Global Pharma Company – Strategic Alignment of HR Department needed to improve overall performance

**Challenge:** The Company is growing in revenues over a number of years, while the HR policies were not focused across the organization and hence poor engagement of the HR team resulting in decreased HR team performance and attrition.

### **Process:**

Auriel Global spent time with the Senior Management and key HR stakeholders. After spending time on discussing the issues the company were facing, Auriel Global conducted the Thomas Killman Conflict mode online test and the test revealed that there are several issues of interpersonal communication, work stress, low self esteem etc which were hindering the progress.

The process for resolving this issue included:

- Exploring the Conflict Landscape

Exploratory questioning allowing the client to uncover different perspectives, interests and assumptions surrounding the conflict

- Reading the Flagpoles

The client's understanding of the conflict is deepened and conflict responses, patterns, habits, unconscious needs and motivations are identified.

- Strategizing the Desired Outcome
- Gathering Resources and planned training initiatives for managers and other key executives to impart Coaching skills

Planned for a series of HR skill workshop, personnel effective grooming and Coaching and Mentoring workshops.

### **Results:**

- Created a strategic alignment within HR department and created a road map on the overall HR policies.
- Auriel Global created a strong line of sight with organizational key goals and HR goals.

## **Contact Us**

Call us now on +91- 9845000894 or email [connect@aurielglobalconsulting.com](mailto:connect@aurielglobalconsulting.com)

**Auriel Global** leverages its deep knowledge of organizations and people to literally help transform them into being semi-annually more effective, innovative and world-class.