



Revitalising Hiring with Emotional Intelligence (EQ)

“Executives with an above average rating of EQ are 43 times more likely to be high performers in their role”
- Six Seconds, State of the Heart Report 2018

Emotionally Intelligent Executives are highly engaged Leaders (not Managers!) who drive business outcomes in complex working environments through stronger relationships, more meaningful interactions, more purposeful decisions and a genuine commitment to fostering a higher performing and happy culture.

We enrich the Recruitment process by providing targeted, high impact, flexible and affordable solutions to sourcing, on-boarding and retaining Emotionally Intelligent Executives.



Secure the right talent:
EQ Profiling



Provide transition support:
1:1 Executive Placement Coaching



Navigate new role with intention:
Leadership Development Roadmap

Secure the right talent

Survey of Emotional Intelligence: Leading Through Change (SEI LTC) Profile

- Elevate recruitment strategy by measuring EQ of potential Candidates
 - Understand potential barriers to and opportunities for sustainable performance in potential placement
 - Measure Candidates 'Change Readiness' to assess their ability to tolerate risk and navigate complex working environments
 - Make a more informed assessment and decision about long term success of placements
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- Candidates complete an 15 minute online SEI LTC survey
 - Recruiter has a 30 min virtual debrief of SEI LTC Profile(s) with an Executive Coach

Provide transition support

1:1 Executive Placement Coaching

- Invest in growing EQ competencies of new Hires to ensure a smooth transition in the first 3 – 5 months as well as longevity of employment
 - Use three way coaching as a means of designing a purposeful performance plan going forward
 - Provide an opportunity for new hires to be equipped with the tools to exceed performance expectations (without draining your internal resources)
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- Executives complete 3 – 5 x 60 mins virtual Coaching sessions with a highly skilled and certified Executive Coach
 - 3 way Coaching with Line Manager at the beginning and end to ensure alignment & transparency in the process

Navigate new role with intention

Leadership Development Roadmap

- Design a Leadership Development Roadmap to deliver positive business outcomes in a short timeframe through exploration of SEI LTC Profile
 - Understand personal barriers to and opportunities for improved, sustainable performance in new role
 - Develop EQ competencies to grow effectiveness, impact and engagement
 - Seek invaluable external council and guidance throughout transition period
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- Executives are required to set three (3) goals (Leadership, Performance and Transition) and work with their Executive Coach to achieve them
 - Performance plan template provided for Client and Hiring Manager to execute

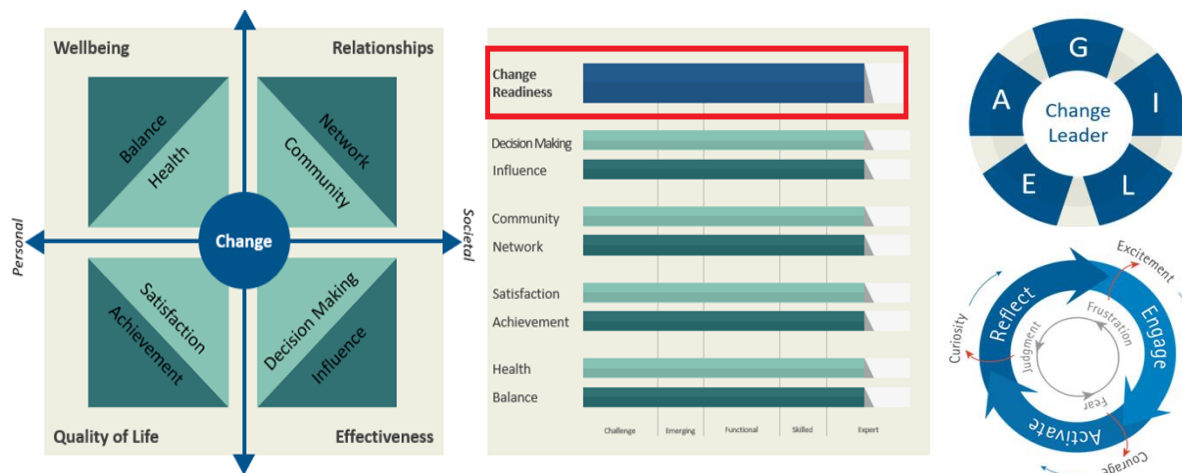


Leading well through change (i.e. new working environments) involves understanding emotions and harnessing energy to keep people moving forward, whilst simultaneously navigating a path through uncertainty and risk; the SEI LTC supports Executives to do exactly this!

Alison Lalieu, Author of the SEI LTC and CEO of UBalancer Solutions

Why is the SEI LTC so powerful in recruitment?

- It is a validated and rigorous Level B Psychometric Assessment that provides an opportunity for compelling, quick, and meaningful insight
- It measures *Change Readiness* which provides Recruiters and Hiring Managers with valuable data to target performance plans and successfully transition new hires
- It integrates the AGILE Leadership Framework to raise awareness of the attributes and behaviors that Executives need to model deliver positive Leadership outcomes
- It uses the Change MAP to engage Executives in a positive Change cycle
- It is a transformational roadmap for leaders to revitalize change
- It provides numerous development opportunities for Executives to grow, use and apply their EQ competencies in their new role
- It is considered a “best in class” worldwide, because of it’s blend of robust psychometrics, easy practicality and global relevance



1:1 Executive Placement Coaching

Introduction and Overview

Executive Placement Coaching is about having someone believe in, challenge, champion and encourage Executives to elevate their thinking, sharpen their communication and transform their behaviours to deliver positive performance outcomes as they navigate their new working environment.

It provides a safe space for Executives to reflect, learn and strategize. Through high quality questions they generate insight, through exploration of different perspectives they gain clarity, through world-class profiling tool (SEI LTC) they improve self awareness and their ability to make an impact in their new role, in a short amount of time.

Executive Placement Coaching is not another “how too” course, but rather a powerful alliance between two people that produces exceptional outcomes. The Coach’s role is to support the Executive to navigate their new role – they have no agenda, no bias and no judgement. What they do have however, is the extensive skills, invaluable corporate experience and world-class accreditations to support Executives to land on their feet and hit the ground running in their new role.

Our unique style of Executive Placement Coaching generates noticeable results in a short amount of time, because we target the development needs of the Executive using validated EQ and Neuroscience Coaching frameworks and profiling tools as the foundation of every Program.

Through my Executive Coaching journey, I began to understand MY brain, MY reactions, MY leadership strengths (and shortfalls!) and MY patterns; as a result I was pushed out my comfort zone to revitalise my Leadership style and strategy.

By knowing myself better, I now understand others better, which enables me to communicate more effectively, therefore I am more able to get the most out of my team (and myself!).

My UBalancer Coach had an incredible balance of business acumen and real life skills, getting the job done and feeling positive, guiding while listening. Thank you for helping me to be a better leader!

- K. Phairs, CEO



Our Coach Network

- UBalancer leads a network of 16 of Australia’s most highly regarded and experienced Executive Coaches
- All UBalancer Coaches are International Coach Federation (ICF) accredited as well as certified Emotional Intelligence and Brain Based Coaches
- Our Coaches have worked with the likes of Coca Cola, Woolworths, Villa World, Department of Prime Minister and Cabinet, Powerlink QLD, FLSmidth
- All UBalancer Coaches participate in Group Supervision to ensure the highest standard is maintained.