

# RETAIN TALENT AND INCREASE ENGAGEMENT

Retaining skilled employees and trainees is essential to an organisation's success. However, many companies struggle with prompt identification of problems that lead to dissatisfaction and possible departure. This is where our software comes into play.

Coaching Support is a tool that allows you to support and perfect employee coaching.

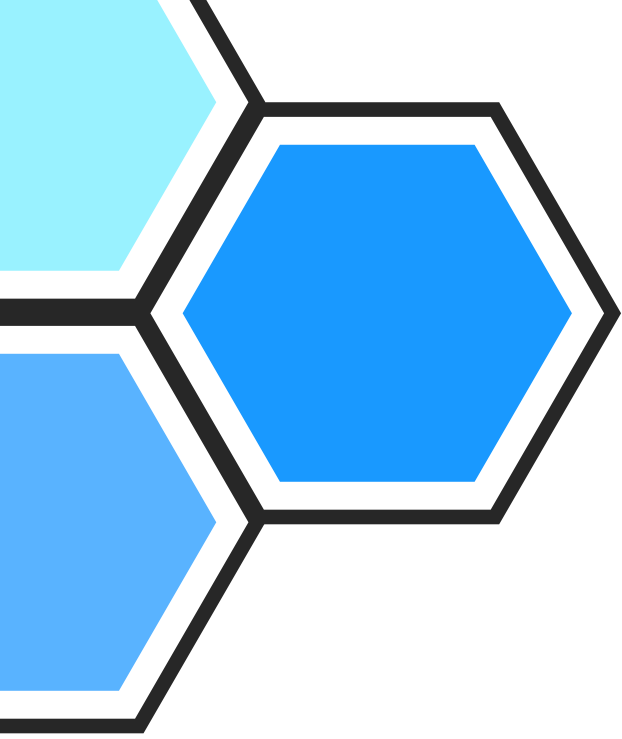
Due to work pressure and other activities, counselling often comes down to putting out fires. It is important to have a clear overview of the employee's needs as this allows an organisation to adjust their coaching strategy. That is why Coaching Support was developed.

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**The right attention at the right time**

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# WHAT DOES COACHING SUPPORT DO?

Within the tool, an employee is paired with his/her immediate colleague. Periodically both receive the same questions from Coaching Support, for example about how the cooperation is going. They answer the questions separately from each other, which can be done quickly and easily, for example via a rating with a number or a number of stars. There is also possible to directly message the supervisor or HR contact.

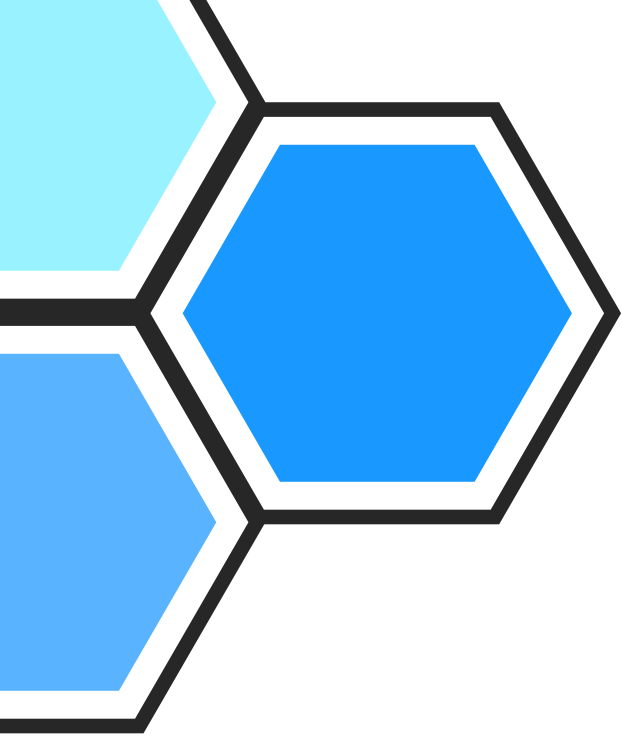
The answers to the questions are evaluated by the software. This is followed by an opinion or additional information. Sometimes both parties receive follow-up questions. As the employee and immediate colleague do not see each other's answers, they can answer the questions honestly and as they see fit. This helps to avoid socially desirable answers. Any problems in cooperation can thus be identified quickly, which promotes communication between them.

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# WHAT DOES COACHING SUPPORT OFFER YOUR COMPANY?

## **Proactive troubleshooting**

Our software uses regular, automated feedback questionnaires aimed at identifying problems during the onboarding and work process. These questionnaires are sent to employees, trainees and supervisors alike, and focus on key aspects of the employee experience. By identifying bottlenecks early, they can be addressed quickly, creating a stronger bond between employee and organisation.

## **Improved communication and transparency**

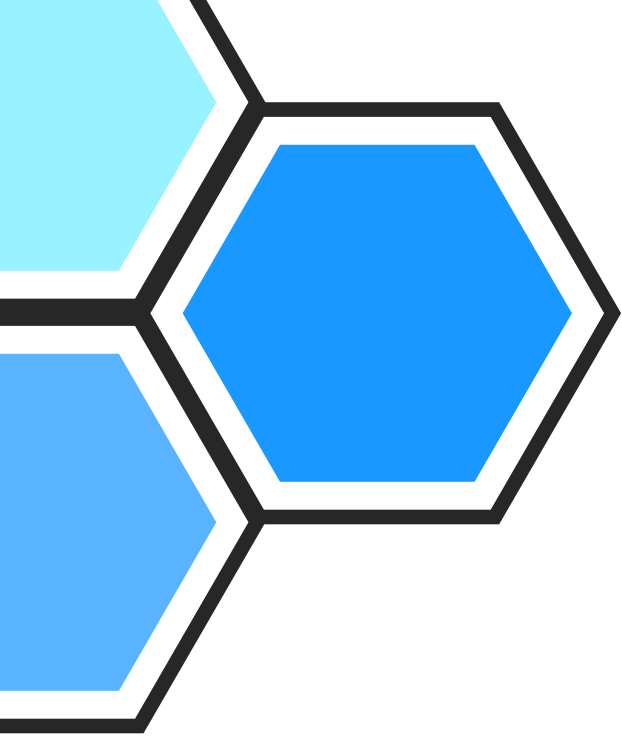
Our system ensures seamless communication between trainees, staff and supervisors. All feedback and actions are recorded so there is always a clear and transparent view of the process. When a supervisor changes, the successor can quickly access the necessary information to ensure a smooth transition.

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# WHAT DOES COACHING SUPPORT OFFER YOUR COMPANY?

## **Insightful and actionable feedback**

Automated feedback provides valuable, tailored insights to employees, trainees and their supervisors. This ensures that supervision is effective and timely, and that employees can perform optimally within the organisation.

## **Better retention, lower costs**

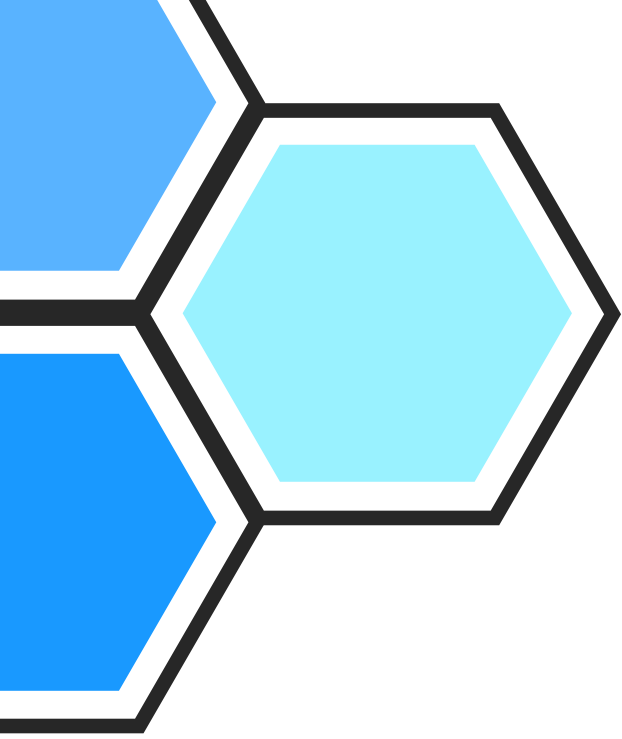
Our software not only provides an effective talent retention solution, but also helps reduce the costs associated with employee turnover. Creating an environment where employees feel heard and supported is the key to long-term success and growth of your organization.

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## ALL THE BENEFITS AT A GLANCE!

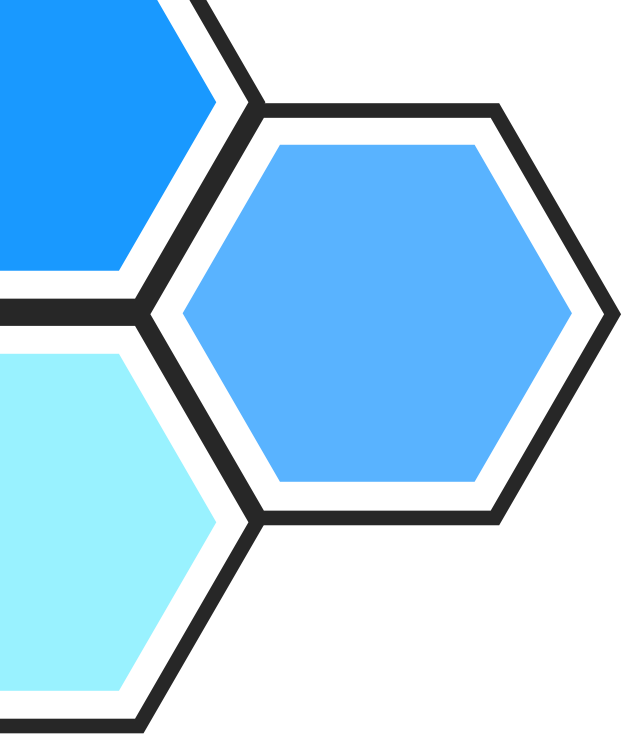
- More job fulfilment for the new entrant.
- More peace of mind for the training partner of the new entrant.
- Positive influence of the questions on mutual communication.
- Clear information to coaches (HRM).
- Establish a dossier around counselling.
- Relevant savings in hiring, onboarding and exit costs.

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# CONTACT

For a no-obligation introductory meeting and demonstration with Coaching Support, please contact us:

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