

GUIDANCE MATTERS!

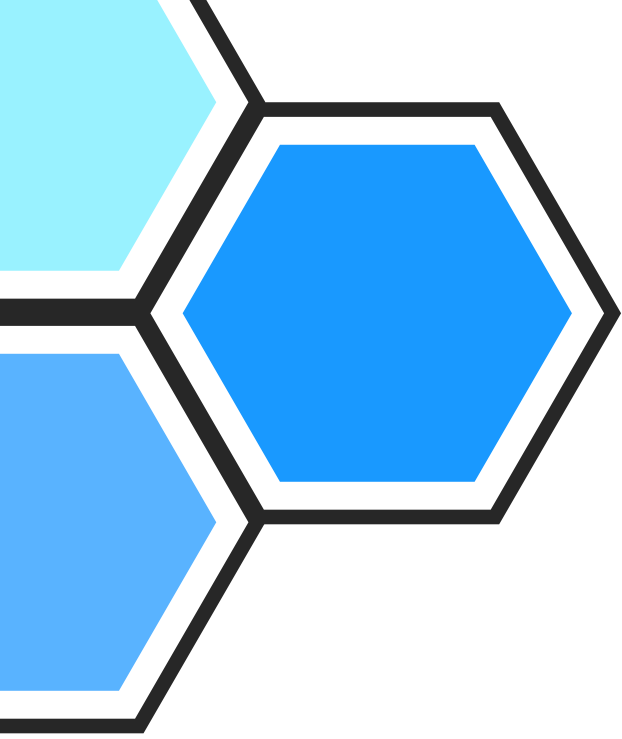
Coaching Support is a tool that allows you to support and perfect the coaching of new employees and their mentor.

Due to work pressure and other activities, guidance from a school coach often amounts to putting out fires. It is important to have a good overview of the needs of the new entrant as this allows you to adjust your guidance to their needs. This is the core reasoning behind the development of Coaching Support.

Coaching Support is a tool that intensively measures the motivation of the employee and, if necessary, the work field supervisor and/or school coach are informed and asked to act accordingly. This allows you to keep track of their development without intensive personal supervision. Plus, if necessary, you can intervene immediately.

The right attention at the right time





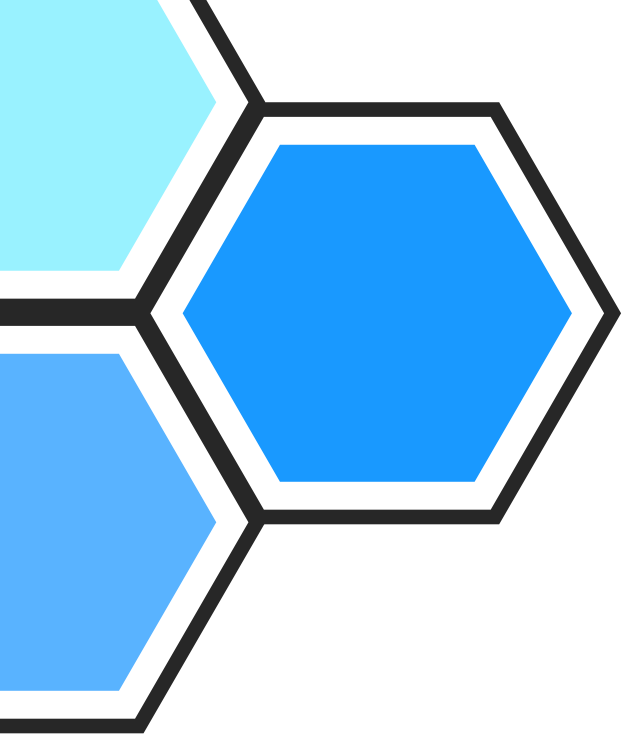
WHAT DOES COACHING SUPPORT DO?

Within the tool, you pair a starter with his/her teaching partner. Periodically, both receive the same questions from Coaching Support, for example about how working together is going. They answer the questions separately from each other. This can be done quickly and easily, for example by means of a rating with a number or a number of stars. Optionally, a message can also be sent to the coach and/or confidential advisor.

The answers to the questions are evaluated by the software. This is followed by advice or more information. Sometimes both parties receive follow-up questions. Because the new employee and their teaching partner do not see each other's answers, they only answer the questions as they see fit. This prevents socially desirable answers. Any problems in the cooperation can thus be quickly identified. This in turn promotes mutual communication.

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HOW DO WE HELP YOUR SCHOOL?

Coaching Support collects factual data.

The early departure of a new employee is a distressing matter. There are not only personal consequences, but also financial ones. Recruiting and training a new colleague costs a lot of time and money. Therefore, it is important that any new employee becomes a good teacher and colleague.

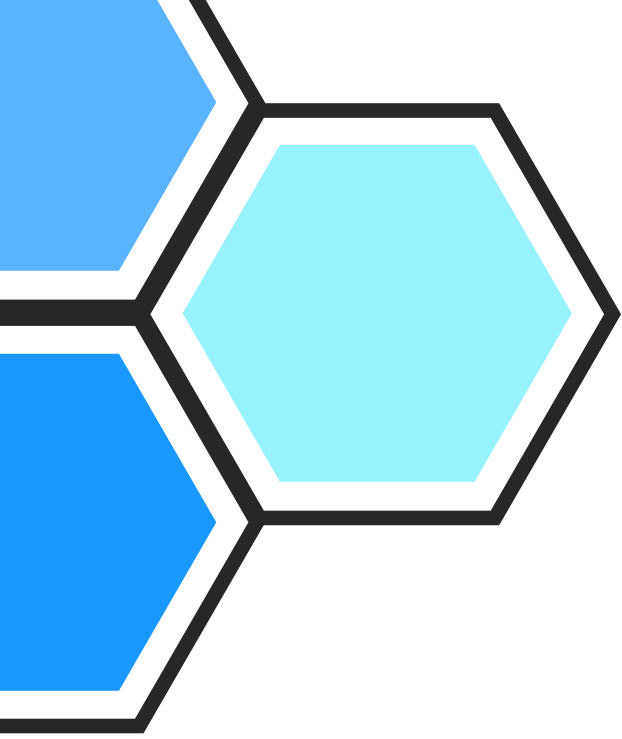
What happens if it turns out that cooperation and training are not going well? Then it is best to decide as soon as possible about continuation. Coaching Support provides support and guides the organisation in gathering the right information to make an informed decision in this regard.

Work happiness monitoring.

Even after the BO examination, it remains important to monitor an entry-level teacher's job happiness. This does not have to be as intensive as in a training period, but it does have to be more intensive than a periodic performance review. By pairing the school coach with the teacher and an established colleague you increase and prolong teachers' commitment to the school. This will save on costs for recruiting, hiring and onboarding new teachers.

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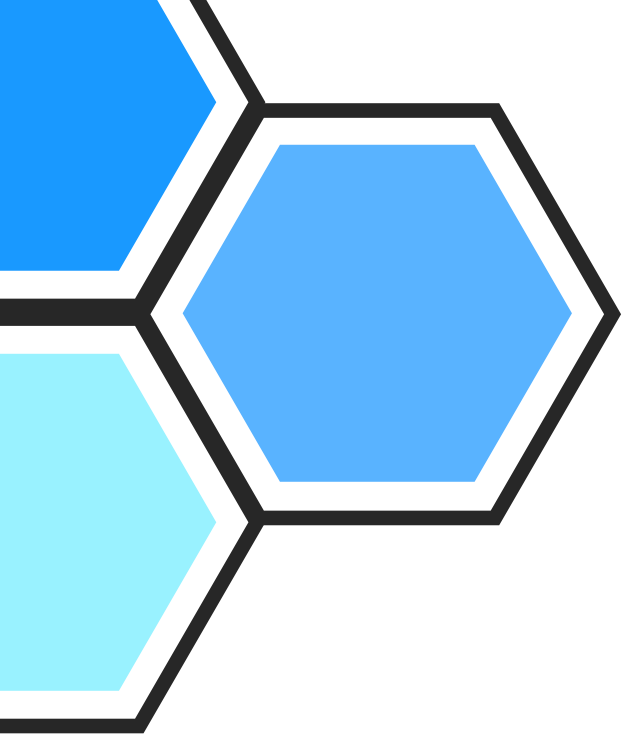


ALL THE BENEFITS IN A GLANCE!

- More job fulfillment 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

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