



# The Insight

## Coaching and Mentoring



**harvest**

YOUR LEARNING  
YOUR GROWTH  
OUR EXPERTISE



# The Insight

## Coaching and Mentoring



### The Harvest Coaching Division Offer

Our panel of Executive Coaches deliver high impact coaching experiences that are challenging but supportive. Our objective is to equip the individual with the mind-set, behaviours and skills to be effective in the day to day challenges of running a business, team or a project.

Our key offerings include:

- ✓ Executive Mentoring and Coaching
- ✓ Client Programmes (in-house coaching skills)
- ✓ Open Programmes
- ✓ Executive Mentoring
- ✓ Team Coaching
- ✓ Coaching Supervision (in-house and open programmes)
- ✓ The 100 Day Plan - Fitting In and Standing Out



## The Harvest Coaching Division Programmes

### **Executive Mentoring and Coaching**

We design bespoke one-to-one sessions for senior leaders and managers who want to create transformational breakthroughs with their stakeholders. The coaching process is designed to provide confidence and develop skill sets to manage and execute the critical day-to-day conversations and raise the performance level of others. We use the Harvest coaching model built specifically for the individual and their identified needs.

### **Client Programmes (in-house coaching skills)**

These are for clients who need to develop bespoke coaching skills for staff at all levels who have a responsibility for people management.

### **Open Programmes**

We schedule open programmes for people and organisations who need to train individuals to coach others.





## The Harvest Coaching Division Programmes

### Executive Mentoring

These bespoke one-to-one and group programmes are designed for senior leaders who want to create transformational breakthroughs with direct reports and achieve results. Our executive mentoring is designed to build confidence and skill-sets to manage and execute critical day-to-day conversations and raise the performance level of others.

### Team Coaching

For leadership and project teams within organisations, helping them achieve focus and common purpose.

### Coaching Supervision (in-house and open programmes)

Professional supervision of coaches is now seen as compulsory in order to work with individuals and organisations. Supervision is essential for practising professional coaches. Our coaching panel are highly skilled and qualified coaching supervisors.





## The Harvest Coaching Division Offer

### The 100 Day Plan - Fitting In and Standing Out

The Fitting in and Standing Out plan was developed by the Harvest team to answer the business challenge of newly appointed senior managers and directors who want to clearly define their strategy and action plan to create impact and significance to their first 100 days in their new role.

One-to-one coaching focuses on creating 'Thinking Time' to reflect, create and prioritise the key activities, actions and results that enable them to transition into their new role efficiently and get off to a fast start.

The purpose of this coaching support is to:

- ✓ Provide space to think critically about what the key things are that need to happen to ensure the executive gets off to a fast start
- ✓ Equip the individual with the knowledge, process and skills to effectively lead and manage an organisation on a daily basis
- ✓ Provide the executive with the best practice thinking and toolkits to 'operationalise' the vision and thinking



## Harvest Senior Coaches – Working with Senior Executive Leaders

**Frank Rock** a partner with Harvest Resources and is a Senior Coach and People Development Specialist. He joined the team in 2003 and set up The Insight, Harvest's Coaching and Mentoring division. Frank is in demand with senior leaders for his thoughtful, challenging and supportive style. Frank's specialist areas are:

- ✓ First 100 Days for new executives
- ✓ Leadership & Strategy
- ✓ Personal Impact



**Kevin MacCourt** is an Associate with Harvest and is an experienced business and executive coach. He held senior leadership roles in the financial services sector for 33 years, retiring as Head of Learning and Development at AIB Group. He is a fellow and former Vice-President of the Institute of Bankers in Ireland and a member of the European Mentoring & Coaching Council. He is a member of the UCD /Smurfit MBA Coaching panel and a coach practise tutor on the UCD/Smurfit postgraduate programme. Kevin's specialist areas are:

- ✓ First 100 Days for new executives
- ✓ Leadership & Strategy
- ✓ Leading Change

**Frank C Guy** is a Leadership and Sales Coach with 34 years' experience in multinational corporates, including ten years in both internal and external workplace coaching. He has a Diploma in Executive and Business Coaching and is an accredited facilitator for GlaxoSmithKline's senior leadership coaching programme. Frank works with private clients and is an Associate Coach with Harvest Resources. Frank's specialist areas are:

- ✓ Strategic and Tactical Clarity
- ✓ Personal Resilience
- ✓ Influence and Selling



## Harvest Senior Coaches – Working with Senior Executive Leaders

**Nicola O'Neill** is the Managing Director of Harvest with over twenty years' experience in all aspects of OD and coaching including leadership development, change management, high impact coaching and succession planning initiatives. Nicola is a passionate advocate of coaching and mentoring and has experienced first-hand how excellence can be achieved by effective and professional coaching. Nicola is President of the Irish Institute of Training and Development (IITD). Nicola's specialist areas are:



- ✓ First 100 Days for new executives
- ✓ Strategic and Tactical Clarity
- ✓ Strategic Leadership & Leading Change

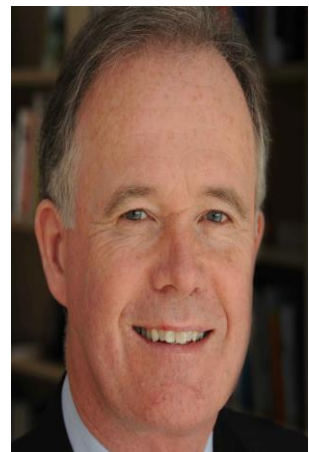


**Donal O'Sullivan** is a business and personal coach, working with executives and the self-employed to help them achieve their personal and business goals. Donal was one of the top 15/20 Sales People with Canada Life for 15 years. (Sales Force of 200-300). Donal set up and expanded his own business in 2009 and purchased McCann Financial Services in 2010, which he has developed into a successful business. Donal is a Qualified Financial Advisor (QFA) and holds a Diploma in Life and Business Coaching and a Special Purpose Certificate (Life and Workplace Coaching) from FETAC. Donal's specialist areas are:

- ✓ Sales and sales management
- ✓ Financial coaching

**John Conway** is an Executive Coach with over twenty years' experience in senior HR, change management and leadership coaching roles. He has extensive career experience in banking. He is a Fellow of the CIPD, the Institute of Banking and a member of the Association for Coaching. John is an Advisory Board Member of the School of Finance and Economics at NUI Maynooth. John's specialist areas are :

- ✓ Senior Leadership Coaching
- ✓ Leading and managing change
- ✓ Connecting work related behaviours to business performance



## Harvest Senior Coaches – Working with Senior Executive Leaders

**Mark Latuske** began his career as a 'People Change' consultant in 1998, gaining significant experience at KPMG, Accenture and Capgemini in the UK. Mark has worked across a range of sectors including financial services, telecoms, retail, education and health. Mark has also worked 'in the line', heading up the Culture, Learning and Engagement team in Lloyds TSB's IT division in the mid-2000s, and most recently was Head of Talent and Organisational Development at Permanent TSB (PTSB) between 2013 and 2016. Mark's specialist areas are:

- ✓ Coaching and Mentoring
- ✓ Coaching Strategy
- ✓ Coaching for Talent Management



## Harvest Coaches – Working with Front Line to Senior Managers



**Breege Mc Manus** is an Associate Executive Coach and Learning Specialist with Harvest Resources. Breege has over a decade of experience in retail and telecoms and delivering training in medical, professional & financial services and voluntary sectors. Breege is an accredited member of the Chartered Institute of Personnel and Development, the European Mentoring & Coaching Council (EMCC) and The British Psychological Society. Breege can incorporate psychometric testing into her impactful coaching practice to provide clients with greater insights. Breege also delivers an EMCC accredited coaching qualification to delegates in Northern Ireland. Breege's specialist areas are:

- ✓ Management and leadership
- ✓ Personal resilience



## Harvest Coaches – Working with Front Line to Senior Managers

**Paul Barnwell** is a Learning Specialist with Harvest Resources. He has over 20 years' experience in sales and sales management within the financial services sector and management consultancy. Paul's is an experienced and effective coach in the areas of sales, sales management and management & leadership. He sets high expectations on his interventions and both challenges and supports learner to achieve more. He adopts a highly pragmatic approach to coaching and has helped clients implement a range of strategies to improve sales performance, strategic planning and people issues. Paul holds a Bachelor of Commerce from University College Dublin (UCD) and is a Qualified Financial Advisor. Paul's specialist coaching areas are:



- ✓ Sales and sales management
- ✓ Management and leadership



**Milla Clynes** is a Senior Learning Specialist and Director of Operations in Harvest. She has been involved in the development of people and organisations for the past 15 years and has extensive experience in organisational development and leadership development. Milla has been a business coach for over 10 years, and has a wealth of experience in coaching and developing middle-managers and senior managers across a wide range of industries. Milla is a Chartered Fellow of the Chartered Institute of Personnel and Development (FCIPD) and an accredited Insights Discovery (Personality Profiling) Practitioner. Milla's specialist coaching areas are:

- ✓ Management and leadership
- ✓ Leading and managing change
- ✓ Career development

## Next Steps

For more information please contact Nicola O'Neill, Managing Director, Harvest.

Tel: 014974622, email: [nicola.oneill@harvest.ie](mailto:nicola.oneill@harvest.ie)

We are always available on Twitter @Harvest37 and LinkedIn

We also post regular updates, trends and insights at [www.harvest.ie](http://www.harvest.ie)





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Bespoke Learning



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For more information please contact:

Nicola O'Neill  
Managing Director  
Harvest

Tel: 014974622  
Email: [nicola.oneill@harvest.ie](mailto:nicola.oneill@harvest.ie)

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