



## **Real Conversations® – How to talk about what’s really going on!**

Many of your managers avoid the difficult issues.

All too often in organisations the real issues are swept under the carpet.

Difficult performance conversations go unsaid, salary reviews are glossed over without explanation and people rarely tell their bosses what they really think.

Managers avoid these critical conversations because they don’t know what to say or how to say it.

Inspirational Change understands that these conversations are often avoided because of peoples’ fears around negatively impacting working relationships. In one organisation, initial response to the pilot program was so positive that over 100 managers were then trained and are now seeing results from having Real Conversations®.

*“Alison assisted several of my management team prepare for the conversations they would need to have as part of the annual performance and salary review process. Feedback from all participants was positive and the results reflected the success of the program.” – Jacki Johnson, CEO Business Partnerships, Insurance Australia Group*

Through choosing to attend a one day ‘Real Conversations®’ program your managers will ...

### **... Have the Real Conversations®**

- Recognise and address the fears that block them from being truly authentic
- Identify their normal behavioural style when under stress and key actions to develop more assertiveness
- Have the skills to tackle the real people issues
- Create a results driven team through truly managing performance
- Engage their staff through more transparent communication
- Take action to truly live the values of your organisation

**Alison Williams**

(+61) 0422 974 042

alison@inspirationalchange.com

www.inspirationalchange.com





## Alison Williams

Alison is a Behavioural Coach, Speaker and Facilitator with over 15 years experience in the corporate world and family roots in the small business world. She has personally been through many transitions such as career change, business start-up, emigration and motherhood, to name but a few! Her passion is now to positively impacts organisational performance and individual lives through supporting individuals and teams to manage personal and professional behavioural change in the most effective ways. She works to promote understanding of change and honest self-reflection, challenging her clients at all levels of the organisation to take personal responsibility for their life, career and performance.

In addition to her Coaching and Facilitation experience, Alison has a strong HR background and is a qualified Psychotherapist. Her experience extends across a range of sectors including: Banking, Insurance, Retail, Pharmaceuticals, Telecommunications, Travel, Hospitality, Manufacturing and Not-for-Profit.

Over the last 20 years Alison has held leadership roles with several leading organisations including Insurance Australia Group, Sainsburys Supermarkets, Boots the Chemists and Courtaulds Textiles.

She has experience in performance, career, leadership and behavioural issues with senior and middle management and high potential employees with many high profile companies, including Foxtel, CGU Insurance, Crimestoppers, British Telecom, Royal Bank of Scotland and Territory Insurance Office.

Using a range of tools to suit the needs of the situation, including Team Management Profile (TMP), Hogan Assessment, Strength Deployment Inventory (SDI) and other diagnostic tests, Alison has a passion for supporting clients to grow their self-awareness and tackle the real issues, so expanding their potential and maximising performance within the organisation.

Alison earned a Masters Degree in Human Resource Strategies specialising in Organisational Change, from London Guildhall University. She is a qualified NLP Practitioner, Certified Coach and holds a Graduate Diploma in Counselling & Psychotherapy.

Alison lives on the wonderful Sunshine Coast of Queensland with her husband and young son and is passionate about spreading her message of Real Conversation® - helping people to talk about what is really going on in their lives and businesses!

### Alison Williams

(+61) 0422 974 042

alison@inspirationalchange.com

www.inspirationalchange.com

