



the  
**rappor**store  
Improving Individual and Organisational Effectiveness

**Personal Coach Mentoring**

**"Are you maximising your own potential? If not, please don't leave it to chance or live in hope that your organisation is going to 'do it for you'"**

**Please turn over for more details on how we can help..**

24 Neville Avenue, Kidderminster, Worcestershire, DY11 7AL

Tel: **01562 745747**, Mobile: **07816509764**, Email: **info@rapporstore.co.uk**  
Visit **www.rapporstore.co.uk** for testimonials and our full service range



# the rapportstore

**Our "Plan to Win" service could be for you! Concerned with finances?  
Then please visit our web site to view our affordable "Plan to Win" charges.**

**For example:**

- **Are you happy personally and professionally?**
- **Feel in a rut?**
- **Unclear of your career options?**
- **Unsure where to start with your career planning?**
- **Do you want to "make it happen" at work, not sure if you're in the right role/organisation?**
- **Need support to prepare for your next role?**
- **Do you want to break patterns that are repeating in your life or career?**
- **How is your work and life balance?**

**If you are ready to begin, then please contact us!**

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### Executive Coaching

**"Would your business benefit from professional coaching that would challenge you and your team to make the best decisions?"**

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Leaders and Senior Managers can feel very isolated, who do you share your thoughts, ideas and concerns, without the fear of reprisal, who is your confidant?

- Are you regularly seeking robust and balanced feedback?
- How does this feature into your development plan?

Invest in your own development and have answers and positive ones to these questions!

- Do you have a satisfactory work life balance?
- Who is your successor?
- How is the performance of your people?
- Are you all pulling in the same direction?

- What are your organisational threats? Can you turn these into opportunities?
- Do you need someone to discuss your business issues with?

This enables you to:-

- Gain clarity and sharpen your decision making
- Gain objectivity and a greater perception of your business issues
- Maintain your well-being and lead by example
- Make your next career move
- Take sabbaticals; start a family; sell your business or even retire

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**Change Management**

**"Do you want a cost effective and supportive approach  
to organisational change?"**

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Working as Business Partners we pride ourselves on building long term relationships with our clients, we want to assist your growth, delivery, minimise your risk whilst enhancing your reputation as an employer of choice.

Our focus is your focus, so if you are considering:

- Cost reduction programme
- Restructuring
- Training and Development
- Exiting existing personnel
- Retirement
- Turnaround/business improvement strategy
- Communication Plans
- Stress Management
- Redundancies
- Career Transition/Outplacement Provision

**We offer proven, practical and results focused approaches with a personal touch.**

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**Risk Management**

**"Are you confident that your business complies with all the latest employment legislation?"**

**"Could your business survive a costly claim – tribunal?"**

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# the **rappor**store

The **rappor**store has professionally qualified Human Resource practitioners and Coach-mentors with proven experience supporting their distinct specialisms and experiences in both the private and public sectors evidenced by testimonials and underpinned by professional indemnity insurance. C.V's are available upon request. We also have associations with Solicitors, Accountants, Health providers and Compensation and Benefits specialists.

Our aim is to build long lasting and sustainable relationships with your business, whilst minimising costs. We will look to lower your insurance premiums through initiatives whilst also mitigating your people management risks.

- People Management audits
- Legislative updates
- Management development
- Employment Contract and policy suite provision
- Improving flexibility through your people
- Risk identification and process review
- Bespoke Q &A sessions
- 1:1 and Team Coaching
- Consultation Processes
- Defending tribunal applications
- Health & Safety advice and development

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**Recruitment and Selection**

**“Do you want a cost effective, supportive and a refreshing approach to your search, selection, talent management and development practices?”**

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Recruitment is only one part of what we do, working as a business partner we pride ourselves on building long term relationships with our clients, we want to assist your sustainable growth and delivery.

As your recruitment provider our focus is on your organisation and your return on investment. Our passion is people not sales, so when matching candidates and clients this doesn't sway our thinking - we won't tell you what we think you want to hear! So if you are considering any of the following or specific requirements do get in touch we'd love to hear from you!

- Organisations reviews
- Executive Search & Selection
- Attracting & retaining talent
- Exiting existing personnel
- Hiring interims for specific projects
- Psychometric Assessments

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## Stress Management

**“Are you noticing the signs, supporting your employees and mitigating your foreseeable risks?”**

**“Could you and your team benefit from a simple and effective way to build stress resilience?”**

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The effects of stress on individuals and an organisation can be costly in terms of reduced productivity, increased sickness, absenteeism, inter-personal conflict and reduced staff morale. Our trained providers can assist in stress prevention and develop effective strategies to deal with pressure both in and outside of the workplace.

- **Recognise the symptoms of stress in yourself and others**
- **Prevent burn-out**
- **Improve Health & Wellbeing**
- **Reduce absenteeism and costly stress claims**
- **Learn about the impact of stress on both health and performance**
- **Identify current stress triggers**
- **Increase resilience to the stresses of daily life**

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**How well do you know yourself and members of your team?**  
“Could you benefit from a better understanding of yourself and others? This can result in greater organisational and individual effectiveness.”

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The **rapportstore** offers leading personality assessment tools, including the MBTI® Step I, MBTI® Step II, 16PF®, EQ-i and FIRO-b® instruments.

- Understand how people perceive the world
- How individuals behave towards others
- Personality traits and predictors of behaviour
- Outplacement Career transition & guidance
- How your team prefer to interact
- Measure emotional and social intelligence
- Recruitment and selection
- Coaching Development

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