

# People Manager Coaching

## Enhancing personal communication for leadership success...



**Organisation:** OMD New Zealand Limited

**Person:** Andrew Reinholds

**Role:** Managing Partner

**Organisation size:** 100 people

**Location:** Auckland / Wellington

**Core Business:** Communications & Media

### A bit of background

OMD is a creative business and our life blood is our ability to generate new ideas for our clients. I lead the creative side of the business and I was trying – unsuccessfully – to enhance the creative thinking process in our business and gain buy-in from my team and colleagues around the idea that we are all able to generate great ideas and contribute creatively.

Based on some recent feedback from a 360 review process, my communication style was preventing me from doing this. This had me in a place where I was frustrated and felt I was not enjoying my work any more and not delivering what I wanted too for the business.

*“Kate is brilliant to work with and the process she took me through supported me to make the change I needed to achieve the results I wanted – I would recommend Kate to anyone looking to get more from their themselves, their team and business in general”*

Andrew Reinholds, Managing Partner, OMD New Zealand Limited

### What was the challenge / opportunity?

I wanted to be a better facilitator, get the team generating ideas and get better engagement with my team, the business in general and our clients and stakeholders

### What did we do?

Working with Blacksmith, I embarked on a People Manager Coaching program. I had to be open minded, up for learning and open to understanding more about myself and other people.

The part I really enjoyed was having my fellow work colleagues monitor progress and offer encouragement and support .

*“Invaluable – never feel like your too old to learn new tricks”*

*“I had forgotten how important the basic principles are – learning on the job”*

Andrew Reinholds, Managing Partner,  
OMD New Zealand Limited

### What were the results?

1. I have stronger relationships with my team and colleagues, which are more rewarding
2. I applied the learnings immediately on the job in real life challenges
3. I have more constructive relationships
4. I can change and adapt my own behaviour to better communicate and relate to others
5. My work experience is a lot richer and rewarding

### What were the flow-on effects?

1. My team and colleagues have commented on the difference they have seen in me
2. It has helped me get where I wanted to get to professionally
3. I feel I have really taken control on my career and future by learning some fundamental building blocks of human nature