



DEVELOPMENTAL COACHING
TO RETAIN AND DEVELOP
KEY EMPLOYEES

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OUR APPROACH TO DEVELOPMENTAL COACHING



STUDIES HAVE SHOWN THAT COACHING CAN YIELD AN AVERAGE RETURN ON INVESTMENT OF ALMOST SIX TIMES THE INITIAL INVESTMENT.

One-on-one coaching is a proven, highly effective method of improving performance through the assessment and development of key business competencies.

Meridian's **Success Coaching** program is designed to achieve specific outcomes for both the individual and the organization. Meridian offers an innovative results-driven developmental coaching solution priced to enable a corporate sponsor to consider a personal, customized approach for all management levels of their organization.

DEVELOPMENTAL COACHING, THE MERIDIAN WAY . . .

RESULTS ORIENTED COACHING WITH NO TIME LIMITS

Meridian Resources offers Participants the luxury of full coaching services based on outcomes not time-limits. Coaching continues until the desired results are achieved and documented.

COACHING, WHERE AND WHEN NEEDED

Meridian's platform helps meet the needs of today's busy Executives and Managers. Just-in-time coaching services are delivered by telephone, video-conferencing and face-to-face* facilitated meetings. Coaches maintain a flexible schedule of availability including evenings, weekends and holidays.

COACHING CAN BENEFIT . . .

- High-potential Employee Development
- Key Employee Retention
- Succession Planning
- Internal Career Management



DEVELOPMENTAL COACHING DISTINCTIONS



Meridian's results-oriented model makes a dramatic difference in how Developmental Coaching services are delivered and priced.

	MERIDIAN RESOURCES	OUR COMPETITORS
TARGET EMPLOYEE	<p>BROAD APPLICATION</p> <p>Designed for any management or professional employee who may be newly recruited, promoted, transferred, fast tracked, or designated as high potential.</p>	Reserved for senior-level executives.
LENGTH OF SERVICES	<p>NO TIME LIMITS</p> <p>Continues until results are achieved and documented.</p>	Generally lasts for a predetermined time.
FOCUS	<p>OUTCOME-BASED</p> <p>Focused on outcome to achieve specific, agreed-upon goals.</p>	Focused on process and general results.
APPROACH	<p>OPTIMIZES PERFORMANCE</p> <p>Developmental – to optimize performance.</p>	Often remedial to fix problem people.
FLEXIBILITY	<p>EXPANDED ACCESSIBILITY</p> <p>Flexible accessibility, allowing for more Coach/Participant interaction and better results.</p>	Often interferes with work responsibilities due to inefficient and cumbersome delivery process.
MEASUREMENT	<p>EXPANDED ACCESSIBILITY</p> <p>Results measured and documented at the end of each assignment to validate success.</p>	No measurement to quantify end results.



MERIDIAN RESOURCES

Meridian Resources, Inc. was founded with the primary goal of revolutionizing the Career Coaching industry by putting service, integrity, and affordability back in the business. For ten years we have been responding to the ever-changing needs of our Participants.

Our professional coaching team applies decades of successful experience in the outplacement and coaching industry to the solutions we offer our Clients. We have delivered the progressive responses that Corporate Clients and Participants have asked for.

We listened intently, then carefully formulated new and more effective methods and tools for delivering the highest value of services available today.



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