



Coachio Group™

CREATING PRODUCTIVE WORKPLACES TOGETHER



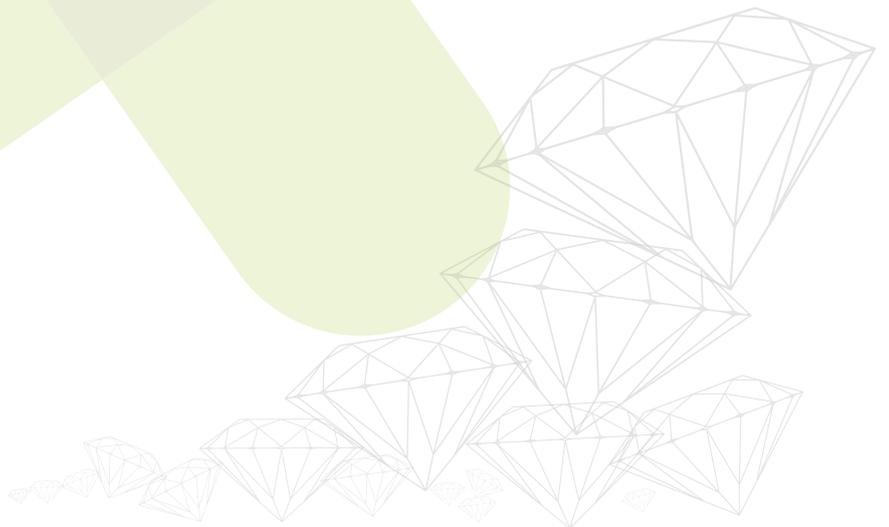
Coachio™
EDUCATING | COACHING | CREATING COMPETENCE



Rethinkit™
CREATIVE PROBLEM SOLVING & INNOVATION



Sherlock™
UNLOCKING IMPROVEMENT OPPORTUNITIES





“If we began to see organisations as communities, leaders would treat members as volunteers who have chosen to give their time to the enterprise. We would realise that the ultimate “glue” that binds people is not “what they get” from the organisation but what they can contribute to the community.”

- Peter Senge



KEEP READING TO:

- Learn the benefits of partnering with Coachio Group.
- Meet the Coachio Group executive team.
- Discover the range of solutions offered by Coachio, Rethinkit and Sherlock.

At Coachio Group we collaborate to create productive workplaces.

We achieve this by focusing on those who produce the results - your people.

Our group of companies provide a range of professional services that assist organisations to enhance their operational performance and achieve their vision.

If your organisation wants to stay ahead of its competitors, grow and be sustainable; investment in how your workplace produces its outcomes is absolutely imperative.

Brilliantteering is the final polishing process that makes a diamond perfect.

Business Brilliantteering™ is what our professional services will do for your company; take your diamonds and make them shine brilliantly. We won't just train your people, we'll educate them. Actually, we won't just educate them either; we'll use a variety of methods to reinforce the learning and coach them. We improve retention rates massively, helping create lasting competence so your people continue to shine, protecting your investment.

We all know that for diamonds to look their best they have to be in the right setting. There's no point in placing a valuable diamond where it can't shine.

That's why we help you create the best workplace environment for optimal performance.

Our consultants will help you:

- Obtain the many benefits of a human centred workplace
- Assist with enhancing leadership at all levels
- Optimise process design
- Seek out opportunities for improvement.

Steve Worsley
CEO and Director

Paul Shaw
Director

Andy Evans
Director - Education



Why Us?

We strive to make others successful. We want the investment in your people and your workplace to produce the outcomes needed.

Our professional and experienced team, including associates and partner companies, are carefully selected to ensure that the integrity of our brand and processes are maintained. Our qualified educators, coaches and consultants are innovative thought leaders who are willing to question the status quo and do things differently if different results are required.

We apply a design-thinking process that ensures we truly understand the problem opportunity before we offer potential solutions. Most importantly, our collaborative approach includes your people, ensuring good engagement so implementation is effective and sustainable.

We want to become your trusted partner so we will prove that we have your best interests at the forefront of all we do. If we don't think that a particular solution will deliver the value you expect we'll tell you and we may not even take the job.



We create productive workplaces, together.

Our professional services ensure your workplace is safe and conducive to optimal performance.

Our professional educators deliver the highest quality workplace education programs and coaching, ensuring retention and creating competence.

EDUCATION SERVICES:

We provide different levels of courses and coaching in each of the following areas:

- Event Investigation
- Health and Safety Competence
- Contractor Management
- Safety for Project Managers
- Risk Management
- Communicating for Success
- Human-centred Leadership
- Coaching for Managers
- Health and Safety at Work Act 2015
- Human Factors
- Occupational Health
- Auditing
- Due Dilligence
- Lean Manufacturing

Our experienced consultants are experts in creative problem solving and innovation and work with you to enhance your workplace productivity.

CONSULTANCY SERVICES:

Our consultants can provide assistance in many areas, including but not limited to:

- Strategy Development and Implementation
- Human-centred Leadership
- Human-centred Workplaces
- System Design
- Process Optimisation
- Healthy and Safe Workplace Design
- Wellbeing for Workers
- Change Management
- Lean Manufacturing
- Digital Consulting
- Employment and H&S
- Legal Services
- Value Chain Optimisation
- Training Needs Analysis

Our specialist auditors and investigators provide assurance in respect of process and procedure and help unlock opportunities for improvement.

INVESTIGATIVE SERVICES:

- Event Investigation
- Duty Holder Reviews
- HR Investigations
- Workplace Assessments
- Audits
- Governance
- Due Diligence Reviews
- Professional Interviews
- Risk Intelligence Assessments

Please see [coachigroup.com](https://www.coachigroup.com) for up to date details of all services available.

Our Vision, Mission

Vision

By 2021 we will be an international company, recognised and rewarded for providing exceptional quality, innovative products and services that help create productive workplaces. By being recognised as one of the best organisations to work for, we will have a team of great people working with us.

Mission

To achieve sustainable business improvement results for our clients, increasing capability and competence through the provision of high quality education, coaching, consulting and advisory services.

Methodology

Through collaboration we create productive workplaces together. Using design-thinking, brain science, experience and proven techniques, we design programmes of work that deliver on actual needs. We ensure learning is reinforced and retained, opportunities for improvement are effectively implemented and sustained and expected benefits are realised.

Philosophy

Our philosophy is simple; we focus on the people who produce the results, not just the results themselves. This enables us to determine how best to achieve sustainable outcomes that really add value to your organisation. By having this focus we also have to look at your work processes, leadership and workplace culture to ensure that everything is in place for your people to function at their best.

“ We want your organisation to achieve measurable results with a tangible return on your investment, including improved performance and an enhanced organisational culture.”

- Steve Worsley, CEO and Director

Values

Values

Coachio Group is a values-based organisation. Our values are not just written on the wall; they are woven through the fabric of our existence. We live and breathe these every day and apply them to all kinds of decisions – they describe how we do things around here. Our values have shaped what our organisation already is and will determine what it will become.

- C** COLLABORATION – Make others successful
“Alone we can do so little; together we can do so much” - Helen Keller
- O** OPTIMISM – Believe it’s possible
“An optimist sees the opportunity in every difficulty” - Winston Churchill
- A** ACTION – Talk Less Do More
“Action expresses priorities” Mahatma Gandhi
- C** CHALLENGING STATUS QUO – Create to Innovate
“The true sign of intelligence is not knowledge but imagination” - Albert Einstein
- H** HAVING FUN – Always
“Choose a job you love, and you will never have to work a day in your life” - Confucius
- I** INTEGRITY – It’s about doing the right thing
“Real integrity is doing the right thing, knowing that nobody’s going to know whether you did it or not” - Oprah Winfrey
- O** OVERTLY SIMPLIFY – Anti-simplification methodologies are the enemy of progress!
“There is nothing quite so useless, as doing with great efficiency, something that should not be done at all” - Peter Drucker

Meet The Executive Team

We are a dedicated team of subject matter experts with vast experience in our fields.

Our executive team consists of highly qualified educators, subject matter experts and business leaders who have won awards and been recognised for innovation, best practice and adding value in business and within their communities. The executives are supported by a growing team of professionals, associates and partner companies to ensure we deliver the highest quality products and services.



steve.worsley@coachiogroup.com

Steve Worsley: CEO and Director

Steve questions the status quo seeking to develop strategy that when effectively implemented results in positive change and a culture of continuous improvement. Steve brings a wealth of experience and knowledge to the COACHIO team having worked in risk management and as an investigator for over 25 years. He has extensive experience in health and safety; working with organisations at both strategic and operational levels.

Steve has worked in both the public and private sectors, and has worked with many corporate companies and countless small businesses. Steve has significant experience as a senior manager and leader and is a member of the New Zealand Institute of Directors. He obtained his MBA from the University of Waikato and hopes to commence PhD study in the near future, researching the neuropsychology of risk perception and response.

Steve has a focus on system design, employee engagement and culture development and has studied Just Culture in the USA. Also a qualified coach and project manager, he applies a design thinking approach and works collaboratively to develop solutions that work. He has led teams in the development of award winning innovative safety solutions and his passion is thinking about what can be designed today that will have a positive effect on tomorrow.

Andy Evans: Director - Education

Andy is a highly experienced health and safety-training specialist with a professional career spanning over 27 years. This has included; instructing outdoor education and scuba diving across Europe, USA, the Caribbean and Australia. For the last 10 years in New Zealand, he has focused on his health and safety career.

Andy has a Masters of Management in OSH, graduating with distinction in 2012. He also holds a Bachelor of Science (Hons) Education and a Post Graduate Diploma in Business Administration (OSH). Andy developed his interest in the concepts of risk and risk management through his practical experiences in the many and varied scenarios he has worked in throughout his career. By applying systems thinking Andy has been able to contribute to the development of innovative solutions to health and safety management issues.

His strong theoretical understanding of training pedagogy along with the practical knowledge to apply it, create a successful learning environment for all participants. His skills and experience permit Andy to easily adapt his approach and to differentiate the learning style and environment. Andy creates an experience that ensures successful outcomes for the organisations he works with.

Andy is a first class educator whose inimitable style, enthusiasm and approach ensure he is in constant high demand, particularly from clients who have experienced and benefited from his work in the past.



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paul.shaw@coachiogroup.com

Paul Shaw: Director

Paul has an inquisitive nature and is prepared to question the norm and challenge human error philosophies. Paul spent 19 years as a Police Officer in the UK working across many departments, including 10 years as a Traffic Patrol Officer, which involved investigating serious road traffic collisions and working closely with the road transport sector.

After moving to New Zealand, Paul sought new challenges and moved into the health and safety field. He has since worked in both the public and private sectors and has studied to attain health and safety qualifications including the NEBOSH International Diploma which he obtained with credit. Paul has a broad based skill set in risk management and health and safety systems.

During his time in the public sector, Paul worked with a diverse group of industries from small to medium enterprises through to large corporate organisations. In the private sector he has worked for a large multi-faceted manufacturer, during which time he held responsibilities for port and logistical operations and many recycling facilities. He later moved to the organisation's largest pulp and paper site, one of New Zealand's largest Major Hazard Facilities. He managed the health and safety team there which incorporated a large diverse internal workforce as well as a very large external group of contracted workers. The role gave Paul the opportunity to challenge himself and broaden his own experience when working on cultural and behavioural change.

Paul is a self-motivated person with an attention to detail, a people person who works on the philosophy of people are our main commodity and organisations should be striving for the best for their people because it is the right thing to do and makes good business sense.

A very keen and competitive sports person who enjoys cycling, football and most other sports, Paul has attained external football coaching qualifications and has coached young and adult teams. He thrives on being able to be part of the success of others.



Education/ coaching focused on;

- ✓ Event Investigation
- ✓ Health and Safety Competence
- ✓ Contractor Management
- ✓ Safety for Project Managers
- ✓ Risk Management
- ✓ Communicating for Success
- ✓ Human Centred Leadership
- ✓ Coaching for Managers
- ✓ Health and Safety at Work Act 2015
- ✓ Human Factors
- ✓ Occupational Health
- ✓ Auditing
- ✓ Due Dilligence
- ✓ Lean Manufacturing



Introducing Coachio

Coachio Limited has been established with the purpose of leading the drive for sustainable learning through a combination of **education** and **coaching**, leading to improved **learning retention** rates and increased **competence**.

To be effective, learning needs to be engaging, fun, focused on the needs of the learner as well as the organisation they work for, and must add value to the bottom line. We want your organisation to achieve measurable results with a tangible return on your investment, including improved performance and an enhanced organisational culture.

There is a vast amount of research openly available that identifies that training alone has an average retention rate of around 20% within 30 days of receiving the input. When learning something new we need to use the executive regions of the brain, where our working memory resides and where we conduct our rational thinking and problem solving.

To turn new learning into new habits we must be able transfer the learning into automatic thinking. Training alone does not achieve this. Ever learned about a new diet and tried to change your eating habits? Knowing isn't doing, and learning doesn't equal change. In order to achieve a sustainable change we must work hard to maintain a new habit, to ensure it becomes automatic.

This is where Coachio provides significant value. By adding a variety of reinforcement and coaching methods to your educational programs we will vastly improve your learning retention rates, which will lead to the changes required and significantly improved levels of competence.

“To be effective, learning needs to be engaging, fun, focused on the needs of the learner as well as the organisation they work for, and must add value to the bottom line.”

- Andy Evans, Director of Education



Want to improve your team's learning retention rate and significantly increase their competence?

Call 0800 300 011 to find out how Coachio can help or visit coachio.com



Customised consulting focused on;

- Strategy Development and Implementation
- Human Centred Leadership
- Human Centred Workplaces
- System Design
- Process Optimisation
- Healthy and Safe Workplace Design
- Wellbeing for Workers
- Change Management
- Lean Manufacturing
- Digital Consulting
- Employment and H&S
- Legal Services
- Value Chain Optimisation
- Training Needs Analysis



Introducing Rethinkit

Taking a **fresh perspective** on current approaches, processes and cultures to see what room there is for **enhancement**.

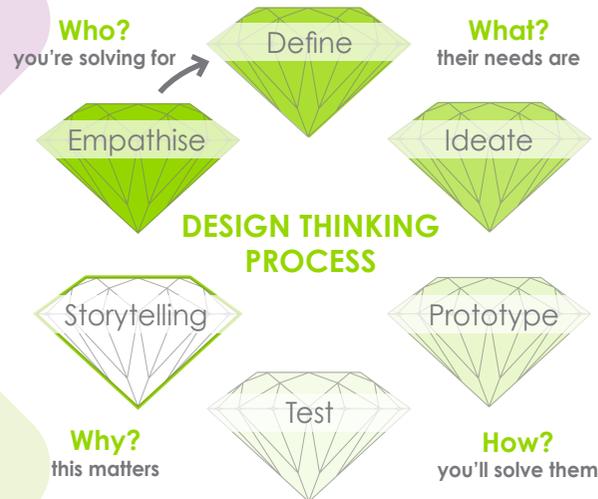
The name of the company suggests what its role is, to re-think-it. There is nothing much new in the world, so the way we create opportunities for improvement is to take a renewed perspective on current approaches, processes and cultures and see where enhancements can be made.

We apply a design thinking methodology to fully understand and define the problem / opportunity and to collaborate with the client, their workforce and others where appropriate, to determine options for implementation.

As well as working with your teams to discover opportunities for improvement, or to remedy issues potentially stymieing your organisations success, our Rethinkit team also design and develop innovative products and services. To ensure we achieve the highest quality outcomes, were appropriate we collaborate with a number of partner organisations.



Could your business do with a fresh perspective?
Call 0800 300 011 to discuss how we can help or visit re-thinkit.com



Investigatory services focused on;

- > Event Investigation
- > Duty Holder Reviews
- > HR investigations
- > Workplace Assessments
- > Audits
- > Governance
- > Due Diligence Reviews
- > Professional Interviews
- > Risk Intelligence Assessments



Introducing Sherlock

Sherlock Limited has been established to help organisations realise the benefits of actively reviewing how they operate to seek out opportunities to improve their performance.

Undesirable events do happen in the workplace. Some come close to causing injury but unfortunately far too many do injure people, with many causing death or serious illness.

Other types of events also have an impact such as production losses or reputational issues for example. These events provide your organisation with an opportunity to learn and improve. Importantly, how you respond will have an influence on your workplace culture, how your workers feel about their workplace and its leaders and ultimately this will affect, positively or negatively, the overall performance of your organisation.

Similarly, being proactive and actively seeking out opportunities to learn through workplace assessments and audits, can help you identify gaps that can be filled, preventing such events occurring. When organisations do this well, it not only provides them with great opportunities to improve their work process, improving health and safety outcomes, but it also helps your organisation become more profitable.

Many consultants will focus on the compliance side of health and safety and risk management, showing you what will happen if you fail to comply with the legislation, should something go wrong.

But we focus on the benefits of doing these things well. Why? Because they provide tangible returns on your investment, improve the working lives and safety of your workers, increase productivity and profitability and importantly, allow you to feel good about the workplace you own or manage.

By committing to undertake audits and thorough investigations, trying your best to find what needs to be improved, and by involving your workforce in the process, you are actively demonstrating how important your workers are to you.

One of the most important outcomes of conducting these processes well is, in our view, undervalued and underestimated. By demonstrating how important your workers are to your organisation, and involving them in the process, you create a level of engagement that cannot be achieved if you neglect to investigate thoroughly and audit proactively.

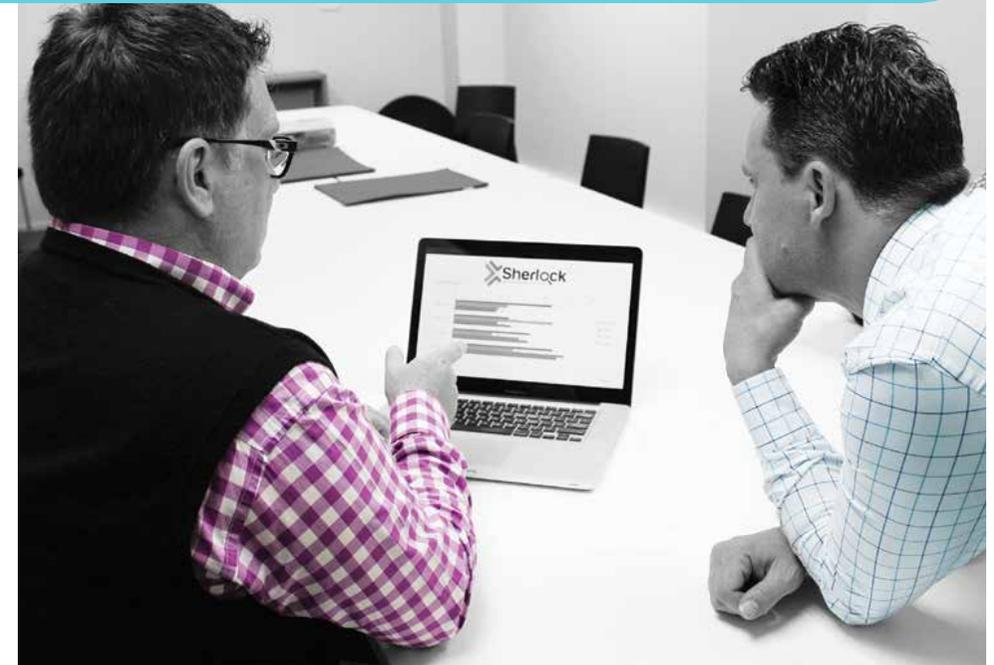
An engaged worker is a fulfilled worker and therefore a happier worker. Happy people work more effectively than those who believe their managers and leaders do not care about them. Those who feel better about their workplace are more alert and ready for the unexpected, willing to also go the extra mile and help improve things. These people also tend to have fewer incidents at work, so there are less things to investigate, less downtime, less absenteeism, less cost in the widest sense of the word for both the organisation and the individual.

“In order to focus on improving health and safety, we must analyse workplace processes and procedures. In doing so we often find opportunities for improvement in the process, improving workflow and increasing productivity.”

– Paul Shaw, Director

Improve your business processes, health and safety and see your team's engagement shine through.

Call us on 0800 300 011 or visit sherlockinvestigators.com



Let us take your diamonds and make them shine brilliantly

Our consultants collaborate with you, your workers and other relevant stakeholders to create productive workplaces.

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- Education and Coaching
 - Incident Investigation
 - Duty Holder Reviews
 - HR Investigations
 - Workplace Assessments
 - Audits
 - Governance
 - Due Diligence Reviews
 - Professional Interviews
 - Risk Intelligence Assessments
 - Strategy Development and Implementation
 - Human Centred Leadership
 - Human Centred Workplaces
 - System Design
 - Process Optimisation
 - Healthy and Safe Workplace Design
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 - Value Chain Optimisation
 - Training Needs Analysis
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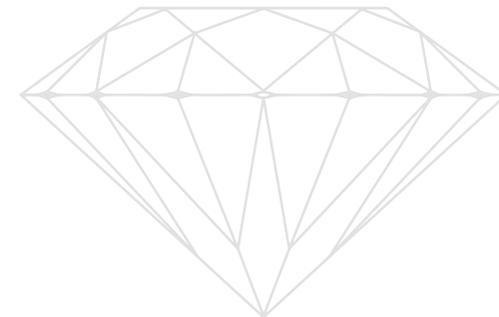


GET IN TOUCH WITH US TODAY

We can arrange a time for an initial discussion (absolutely obligation-free) around your needs to determine if we are a good fit and how we may be able to help you.

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