

TESTIMONIALS

“Working with Pete Mackechnie has been an enlightening experience which has enabled us to identify and focus on our key business goals and create a strategy that actually achieves the results we want. Our time management has dramatically improved which consequently has meant we can increase our sales and expand far quicker than we had originally anticipated. Phoenix played a crucial role in our achieving our 3 year goal this year. We are now well ahead of schedule and our goals are far more ambitious. Our work with Pete has directly increased our profits this year and our investment in Phoenix has been the best one we have made in our business career to date. This is truly a service for only the most ambitious businesses and individuals.”

Ruth

Managing Director, Unique Marketing Solutions.

“We started working with Pete Mackechnie over a year ago after he was assigned to us as a Business Mentor. During the first 12 months he has enabled us to identify and focus on our key business goals and develop effective management strategies that have ensured we have successfully met each one. These have included:

1. Effective internal communication and staff development
2. A detailed business plan
3. A strategic marketing plan

Our leadership and management skills have been vastly improved which has led us to areas we didn't expect to reach for a while. As our mentoring support came to an end we were of the view that we wanted to retain Pete's input into our continuing business development and agreed a monthly retainer, his involvement is that important to us.”

Directors

Framework Clinics Ltd

“Pete, Apart from the content, the tie-in with book sales at the end is a fantastic method. The content itself is concise, meaningful, practical, dynamic and well expressed. You've set a BHAG for anyone wanting to emulate you with this one!”

Hugh Todd

The Todd Coaching Company Ltd

“After working with Pete Mackechnie for three months my business doubled its client database, increased its turnover by 100% and reduced its costs by a third. The range of skills and experience offered by you was fabulous and as a result I have already significantly exceeded my business expectations.”

Joyce

Kleaneasy

"I employed Pete as my coach to help me become the successful businesswoman that I wanted to be. Since employing Pete I have developed in so many ways, both personally and in my business. He is able to quickly identify my challenges, issues and obstacles and coach me through to successful resolution. He also finds skills that I wasn't aware I had which helped me to succeed at the actions I agreed to after each session.

Pete has helped me see things in a different light as well as enabling me to reassess some beliefs that had been holding me back for years. Now these have changed I have significantly improved my levels of self-esteem and confidence to the extent where I could become the Director of the Falkirk BNI chapter, something that I would never have contemplated before.

Pete has a very calm and relaxing style that makes each session feel safe and secure. He can be very challenging over issues, some of which are painful that he gets you to think through in a way that you can positively reflect back on and take action over.

Pete's extensive business experience has been a great resource to me and the development of my business. He is able to quickly identify a problem and help me find solutions to it. He has also been able to provide extremely useful skills transference sessions in areas such as presentation skills, Leadership, management and business planning skills.

Mary
Managing Director
MinutemanPress.

"It is with true sincerity that I write to thank you for your contribution to the International Coaching Conference last Friday.

The Workshop Sessions were a crucial part of the event and the effectiveness of your role as a facilitator was vital. It is clear from the notes from the Workshop that you lead that your group really entered into the spirit of the day and produced much food for thought. We now have a wealth of comment and discussion from which to form a firm base for taking forward the Summit initiative.

Thank you again for rising to the challenge."

Pam Richardson
Managing Director
Coaching and Mentoring Institute

"Pete mackechne's business and management planning template and Peter's professional management approach has given us a huge boost forward. His focus on business issues and the way he helped our development of successful outcomes has led us to a far greater turnover position than we imagined".

Wallace Glasgow.

“What can I say?

Some weeks ago I was an individual that had to take stock of my life particularly as it related to my business activities. I was going nowhere fast. I had just had the worst year of my career. Previously I had made excellent progress and received the appropriate recognition for it, recognition now was only a dream. Or so I thought. By teaming up with you on one to one coaching sessions you allowed me to refocus my life. To leave behind the baggage of the prior year and focus on that “can do” attitude again.

So three months down the line where are we?

- I have already achieved one annual sales target with 7 months to go.
- I am on course to meet all other targets before the year-end.
- I am confident in what I do.
- I have a clearer focus on problem solving,
- My self-esteem has returned.

These are only a few of the changes I have seen as a direct result of working with you.”

Robert A.C.I.B.S.
Royal Bank of Scotland

“Just a word to say how much I appreciated the coaching sessions. Having taken a Leadership development course over the past year and covered a lot of ground - I've found our sessions highly effective for improving my thinking technique and putting into practice what I already know! Seeing a way forward with an issue gives me a tremendous sense of relief and also motivates me to take action promptly. Thanks again.

Best wishes,”

Brian
Head of Financial Services.
HIE

“I would like to express my appreciation for the very real assistance that I received from the sessions. It had been obvious for some time that both my team and myself were far too heavily loaded work wise and it was having a bad effect on our collective health. Despite clear analysis and formal recognition of this problem I felt that I was not getting anywhere in dealing with it, and that I was being treated unsympathetically by my line manager. My team was becoming increasingly unhappy and I was struggling to hold the show together.

This situation has now turned around completely as a result of the Achieve Leadership course and with a very specific and valuable input from yourself. The coaching sessions, linked to the course content, made me think further about a different series of solutions to my leadership challenges. In particular, the distinction between efficiency and effectiveness and our reflections on that subject have proved useful in bringing my Director and myself to a better aligned understanding of what needed to be sorted out.

This has resulted in a much more hands-on management style on my part, and some detailed work on reorganisation in which I have received some very good help from the organisation in tackling what had become an intolerable situation. To my surprise, our too large workload (conceded by senior management) is currently feeling more comfortable, so I hope we are at the beginning of an era of good efficiency allied with better effectiveness. The focus on understanding individual idiosyncrasies has been central to this, and I hope my leadership style has improved. The general atmosphere around my team now seems to be excellent, and if people feel good they do good work.

Once again, many thanks for your excellent help.

David
Head of Culture & Heritage
HIE

Article taken from PEOPLE MANAGEMENT, CIPD COACHING AT WORK CONFERENCE 2006, LONDON.



← Coaching is helping leaders at a Scottish economic development agency to become more creative in their use of resources.

Susan Myles, director of HR and facilities management for the Highlands and Islands Enterprise network, told delegates that coaching was helping its geographically dispersed leaders to work more imaginatively and share their knowledge.

Highlands and Islands Enterprise covers an area incorporating more than half of Scotland. Historically, staff have worked in silos, keeping knowledge to themselves. The strong public-sector culture has tended to stamp out creativity and see employees abdicate responsibility, said Myles.

The one-year "Achieve" leadership programme aims to raise leaders' self awareness and encourage them to take more responsibility for their actions.

Our leaders are now looking at supporting people in different ways," Myles said.

12 28 SEPTEMBER 2006