



talking about... chris chittenden

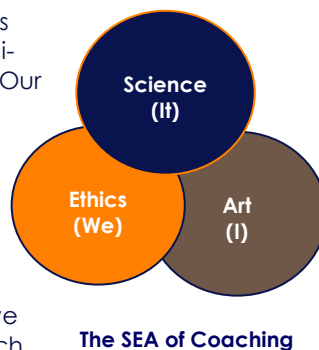


... designing better relationships for better outcomes

Our vision is to help people within organisations achieve better outcomes by improving their relationships with others. Our approach is based on a model that distinguishes organisational effectiveness as being driven by the quality of the relationships and conversations that make up that organisation. The better the relationships and conversations, the more effective the organisation. Conversely, poor relationships lead to a lack of conversations or poor quality conversations with a negative impact on organisational outcomes. These impacts can be seen at all levels of an organisation with the greatest impact being seen when organisational leaders are not able to effectively engage and relate to those within their organisation.

We aim to achieve our vision through a coaching approach directed at developing excellence in individuals in the domains of leadership, well being and building effective relationships.

Our coaching methodology can be seen as what we term the SEA of Coaching—the Science, Ethics and Art of coaching practice. Our science is based in a broad range of recent innovations in disciplines as diverse as philosophy, philosophy of language, cognitive biology and social sciences. Brought together, they provide a powerful and unique way of observing and intervening with human beings in the domains of language, emotion and body. We firmly believe that no other coaching approach offers such a broad spectrum for intervention.



As members of the International Coach Federation, our Coaches are committed to the ICF's ethical principles. Our ethical focus is always on maintaining respect, care and client confidentiality. We pride ourselves on this.

The artistry of coaching lies within each individual coach and comes from our experience and wisdom in observing how people engage in living and being able to intervene in a way that is respectful, yet sometimes confronting.

We view success as a Coach in terms of the difference made for clients in the organisational context within which they work and just as importantly in the difference it can bring to their life in general. Our coaching work is aimed at providing our clients with specific outcomes as they relate to the coaching assignment and, in addition, **we seek to have our clients learn how to coach themselves**. This provides her or she with benefits well beyond the coaching relationship.

Coaching involves two key skills — effectively interpreting the human condition and conversational skill to take people from confusion to effective action. Clients working with our Coaches can expect to experience these skills and develop them for their own gain, not just in an organisational setting but in all domains of their lives.

Chris is a director of Talking About Pty Ltd and has been actively involved in the world of coaching since 1994.



Previously he worked with Gaia Consulting Group for six years before establishing Talking About with Jacqui Chaplin in 2004.

He has over 4000 hours of coaching experience with both individuals and groups, including providing executive coaching to clients overseas in countries such as the US, UK, Taiwan and Hong Kong.

Chris specialises in executive and leadership coaching, and in developing new coaches. He has created and written TA's program for training new coaches and is currently the course director. He has written and theorised on the subjects of leadership, coaching and the human condition since 1994 and continues to research and develop new ideas in these fields.

Chris is a graduate of Newfield Australia's Diploma of Ontological Coaching, holds an Executive Diploma of Business Leadership Coaching and is a member of the International Coach Federation.

He is also qualified to administer the Myers-Briggs Type Indicator (MBTI) and has been trained in the use of MBTI Step II. He is accredited and actively uses a number of Human Synergistics profiling tools including Life Styles Inventory (LSI), Leadership Impact (L/I), Group Styles Inventory (GSI) and Coach. Chris also holds a Diploma in Training and Assessment Systems (Certificate 4).

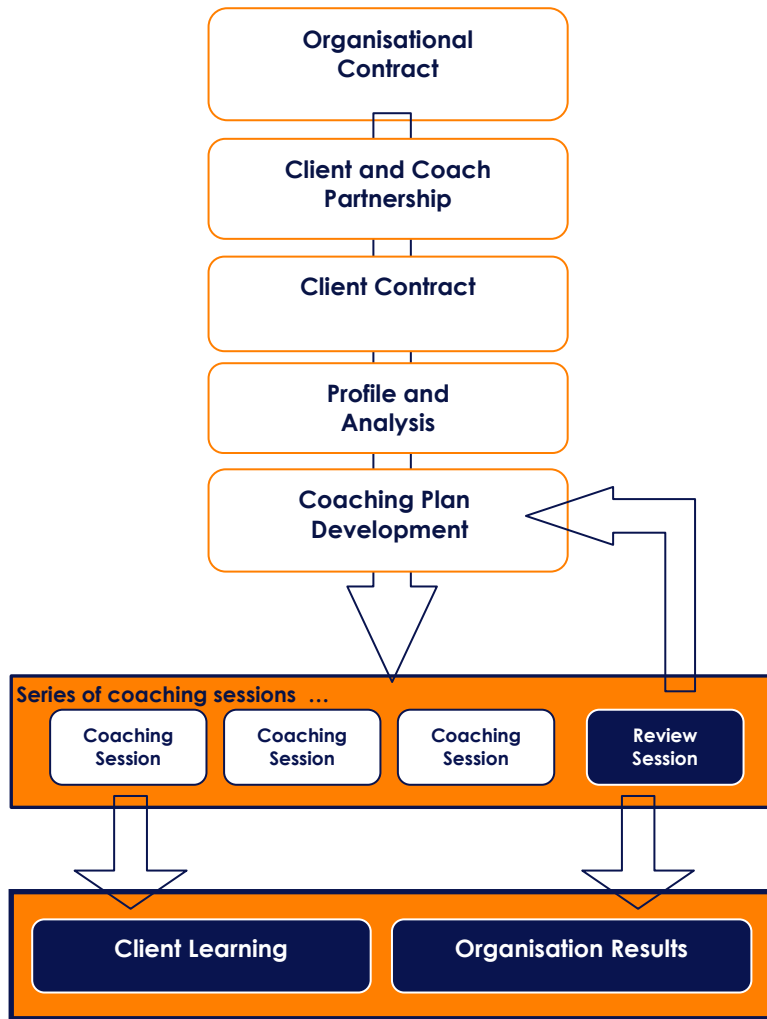
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Our Generic Coaching



The Coaching Experience

The value of coaching lies in a learning experience that is tailored to meet each specific individual's requirements.

We have a coaching process, which has value in both its rigour and its flexibility. Depending on the circumstances, we favour a three way coaching relationship that involves the Coach, the Client (Coachee) and a Sponsor. The Sponsor is someone who has the organization's interest at heart but can also provide ongoing feedback to the Client thereby enhancing their learning experience.

We begin with conversations to explore what outcomes the organisation and the Client is seeking and what is required to achieve those outcomes. This is often done with a Client's Sponsor, who will support them day to day in achieving their goals. This goal setting stage is followed by a series of coaching conversations, aimed at the Client's development and successfully achieving the desired personal and organisational outcomes.

These conversations focus on developing the client's skills in observing and influencing others through higher conversational competence and emotional leadership. In many ways, the Client learns how to coach themselves and others.

Regular review conversations involving the Coach, Client and Sponsor ensure the Client's learning and development stays on track and new directions are not overlooked.

What People Say About Chris' Work:

"How can I express the value of the coaching you've given? It's difficult to put some empirical measure on its value. To me, the impact is reflected in a thousand ways: in the subtle changes that happen in the relationships I build; the way I lead; and the way that I live my life."

"He brings a deep understanding of business expertise, coaching & life in general. His knowledge has and still continues to assist me on many levels.

In our conversations he applies his craft masterfully to help me identify my breakdown, stimulating my awareness, and together we work through it to find the possibilities I have available to me and to create new choices.

Chris is very encouraging and his belief in me is obvious!

I would highly recommend Chris to anyone who is participating in organisational change & personal growth."

"It's hard to be entirely honest with oneself, when thinking about why we do things and how we are motivated. It's also hard to be fully aware of the "lens" we all look through we when see the world. Chris helps me to hold up a mirror to myself and see things that would otherwise go unnoticed. Part of this is just asking "why", when I profess some view about the world or how I go about things. We explore different frameworks and models of human interaction, which inevitably leads to some sort of additional insight about myself and the impact I have on others. I am enjoying the voyage of discovery, albeit challenging and uncomfortable at times."

"So, on reflection, Chris guided and nurtured me in the best possible way, he let me find my own path here"