



# *Coaching*

BY CATERFLY

## Our Coaching Program

Our Individual Coaching Program is designed to help individuals grow, transform and embrace change so that they feel empowered to take action and achieve. We work one on one with individuals to deepen their awareness, gain new insights, learn new ways and identify the steps to take action. Our coaching program is made up of 5 key components:



### UNDERSTAND

This is all about getting to know the coachee. Understanding their background, experience, interests and the specific goals they hope to achieve from coaching.



### PROFILE

We offer a number of different profiling and feedback tools to allow for deeper self-reflection and awareness into their values, behaviours and strengths. These include:

- LifeStyles Inventory (LSI) by Human Synergetics
- Hogan Personality Inventory
- Gallup Strengths Finder
- Myers-Brigg Type Indicator

We determine the right tool to match the individual's needs and coaching goals.



### ALIGN

The purpose of this step is to better understand the organisation the coachee works for, align on coaching goals and gain feedback on current performance and behaviours. Here we connect with 1 to 2 key stakeholders, typically their manager or a key business partner and in some cases facilitate this as a three-way conversation.



### ACTION

This is the heart of the coaching program, where we leverage the information from the above steps to actively work on the coachee's goals.



### SUSTAIN

Lastly, we work on developing a sustainability plan to allow the coachee to further embed what they have learnt whilst keeping their performance and behaviours in check.

To find out more visit  
[www.caterfly.com.au](http://www.caterfly.com.au)

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## Our Individual Coaching Packages

Our Individual Coaching Packages are offered at:

- 3 sessions (typically spread across 2 to 3 months) for \$1,800 plus GST
- 6 sessions (typically spread across 4 to 6 months) for \$3,500 plus GST
- 12 sessions (typically spread across 8 to 12 months) for \$6,800 plus GST

*\* plus, additional costs for selected profiling tools*

Each coaching session is 1.5 hours and occurs every 2 to 4 weeks - depending on the individual's goals. This includes unlimited emails and brief phone calls between sessions.

We also offer:

- Coaching Clinics - where you can have a maximum of 5 coachees booked in for one on one coaching on a given day for \$2,800 plus GST
- Group Coaching Sessions - where you can bring together a small group of employees for a specific purpose or goal

## Meet your Coach - Melissa Di Cristoforo

Melissa is the Founder and Director of Caterfly and an accredited coach through the Executive Central Coaching Academy. With over 15 years' experience in HR, Melissa has worked across a variety of HR roles including HR business partner roles, talent acquisition, organisational learning and development and change management, supporting local, regional and global teams.

Over her career, Melissa has coached a number of senior leaders and teams across a variety of disciplines in their quest for personal and professional growth and success. She has provided coaching across a variety of coaching goals including personal branding, leadership effectiveness, self-leadership, career planning, delivering with confidence, and much more.

She has worked with a range of clients delivering solutions across the entire organisational development spectrum including leadership development, team effectiveness, change management, culture and engagement, talent management and coaching. Her clients include Maersk,, Foxtel, Hasbro, REA Group, Allianz, GWA Group, Activision Blizzard, Richard Crookes Construction and more.



## Hear what people have to say...

"Mel is a passionate, creative and strategic HR Leader. In her capacity as a coach and consultant, she partners with her clients to understand the needs of the business and develops strategic HR solutions to deliver to the desired outcome. I have thoroughly enjoyed my partnership with her at Maersk where she has been able to develop innovate solutions to support our leadership excellence aspirations. Her enthusiasm, energy and pragmatic style have been a welcome contribution to our business"

*Kate Moore*

"I have had the pleasure of being Mel's coachee for the last ten months and I could not recommend her highly enough. Mel's coaching style is one that encompasses the perfect balance of guidance; empathy and understanding; gentle pushing; and technical expertise. She has been a source of immense support for me and has challenged me to really dig deep in terms of my self-reflection in order to properly identify and articulate a leadership brand I can be proud of. Mel's knowledge of human resources and leadership development is unquestionable and I feel so grateful to have had the opportunity to gain benefit from her skills and experience" -

*Kate Reddaway*

"I have had the incredible opportunity to be coached by Mel over the last four months, and I am so grateful for the experience. Mel's coaching style is authentic, human and practical. She has challenged and empowered me to acknowledge strengths I have never seen, practice deep self-reflection and uncover opportunities for development that has positively influenced my career. Mel's genuine passion to help others is what sets her apart, she takes the time to get to know her clients and truly invests in their development and career. Beyond coaching, she is an incredible HR professional with a deep knowledge of the industry, applies human-centred thinking and is an empowering leader. I cannot thank her enough for supporting me in my development and I look forward to growing in my career alongside an incredible coach" -

*Mary Anne Del Fuente*

"I was privileged to work under Melissa's leadership for a number of years at Arnott's. Melissa's passion is people - whether it be coaching senior leaders to bring out the best in themselves and their teams or whether it be leading her own team to unlock their potential, it's all about the people. She is a strategic thinker, a savvy operator and she leads with 100% authenticity. Thank you Mel for playing a role in shaping my career"

*Sarah Chemouni*

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