

THE COACH CALL



A Better Way to Keep Up With Your Team

*Monthly 1:1 coaching and team insights –
designed to uncover hidden issues, boost
engagement, and retain your best talent.*

HOW IT WORKS

PRE-SESSION

- Culture pulse survey
- Manager alignment meeting
- Pre-coaching intake (optional)

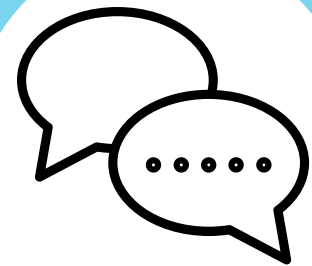
DURING THE SESSION

- Private 45-min 1:1 coaching
- Engagement reflection using SCARF
- Action planning via GROW
- Recommended follow-up resources
- Confidential space to share feedback

POST-SESSION

- Monthly Culture Report with:
 - 3-5 themes (with anonymized insights)
 - Engagement trends and sentiment shifts
 - SCARF analysis with friction points
- Actionable next steps

SESSION BREAKDOWN



Step-1

Check-in

Set tone, establish focus, and surface what's top of mind

5min

Step-2

Reflect & Reframe

Explore recent wins, challenges, and uncover mindset patterns

10min

Step-3

Meaning & Motivation

Identify drivers – purpose, values, and sources of energy

15min

Step-4

Personal Goal Setting

Use the GROW model to define meaningful, self-directed goals

10min

Step-5

Takeaways & Wrap-Up

Anchor insights, clarify next steps, and align on support for follow-through

5min

MARKET TRENDS

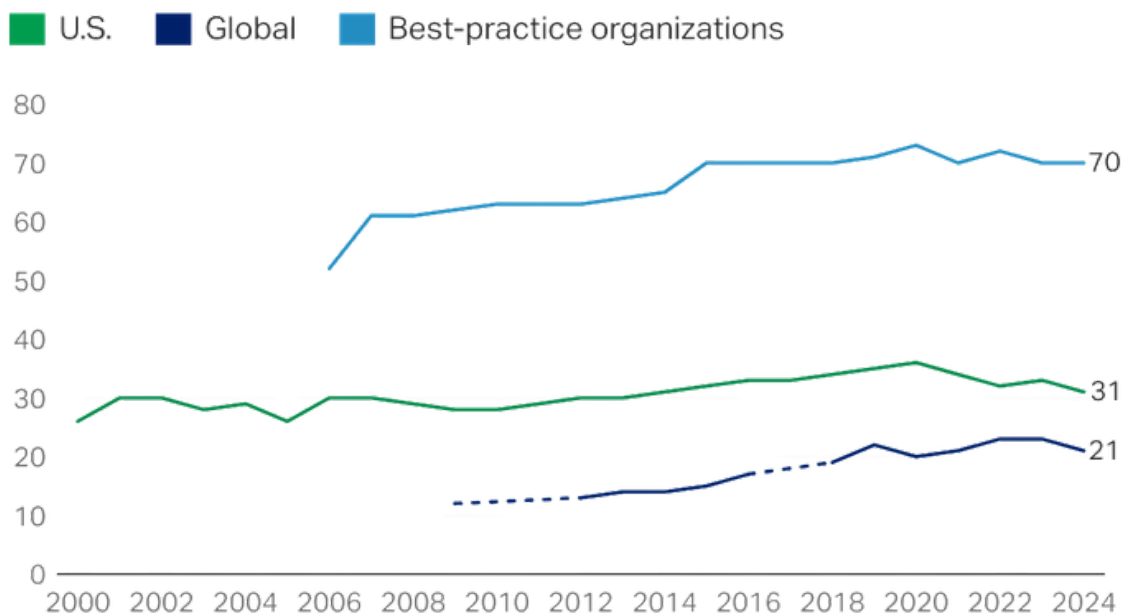
THE HIDDEN COST

Most managers want to support their teams – but often lack the time or the resources to do it well.

1. **\$8.8 trillion** lost each year to disengaged employees (*Gallup, 2024*)
2. **6x more likely to quit** if burned out (*McKinsey*)
3. **200% of salary** to replace a key leader (*Gallup / Work Institute*)
4. **4x more engaged** when employees get regular feedback (*Gallup*)

Annual Employee Engagement in the U.S., World and Best-Practice Organizations

% Engaged



Gallup does not have global engagement data for 2010, 2011 or 2017. Percentages for those years are included in the chart to connect other data points. Percentages for best-practice organizations are average percentages of engaged employees across annual [Gallup Exceptional Workplace Award](#) winners; percentages reflect the year that Gallup collected the winners' engagement data — not the year that Gallup named the award winners.

THE TIME COST

On Average...

- 30-60 min weekly 1:1s per direct report recommended for coaching and connection (Google Re:work; Andy Grove)
- 4 hrs/week resolving conflict (Myers-Briggs Institute)
- 42 days average time to fill a job opening (SHRM)



Managers of **10** people spend
42-65 hours/month

- ~22-43 hours spent in 1:1s¹
- ~17 hours resolving team issues
- ~3-5 hours spent in hiring process²



What if you could have those hours back?

¹ Weekly cadence is recommended as the gold standard (especially for newer or growing teams); biweekly is often sufficient for more experienced and autonomous teams. In that case, monthly time spent is ~11-21 hrs.

² Assumes one hire every 2-3 months; estimate derived from workflow modeling of common hiring activities (screening, interviewing, decision-making, and onboarding).

WHY THE COACH CALL

- ✓ **External & unbiased**
- ✓ **Built on real leadership frameworks**
- ✓ **Create a space for your team to explore goals, mindset, and blockers**
- ✓ **Build a world-class culture that everyone wants to be a part of**
- ✓ **Create alignment between your people and your long term business strategy**

TIME SAVED: 17-24 hours/month

More effective 1:1s reduce manager burden while improving relationship quality	5-8 hours
Early issue detection reduces conflict resolution time by 40%	7 hours
Better team alignment reduces status meetings and group troubleshooting	3-5 hours
Improved retention reduces long-term hiring frequency	2-4 hours

ABOUT ME

With 12+ years in education and business leadership, I've helped over 400 professionals in Japan unlock their potential through consistent, meaningful dialogue.

As a former People Ops lead with an MBA, I've designed and led coaching programs that replace outdated performance reviews with monthly reflection and action planning. This approach has reduced burnout, improved engagement, and built trust across diverse teams.

My sessions blend cultural fluency, strategic insight, and psychological safety—earning me a reputation as a go-to partner for high-performing teams navigating growth and change.



NEXT STEPS



Join the waitlist: <https://kevincollier.tokyo>



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