



**Kotan Australia**™ of Kotan Australia Pty Ltd (ATF 2P&M Family Trust)  
The Secret to *Elegant & Simple* solutions in Business

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**Kotan Method**®  
Peace, Power & Productivity

## Coaching For The Corporate & Small Business

Why is it that some organizations constantly exceed expectations, perform exceptionally, and create outstanding results? Why is it that these companies have loyal employees, one that actually seem to enjoy their work, right from the shop floor all the way to the management; in addition they make it their business to make sure that things are getting done?

Extensive research over years have shown that high performing teams and their companies have three common and critical differentiators:

- **Each individual in the team fully understands and knows their personal values.**
- **Each individual in the team knows and understands the corporate values and vision and is able to understand how their personal role is integral and significant to achieving it.**
- **Each individual's personal values in the team are in alignment, they support and build on each other and with the corporate values and vision.**

Does this sound like your company? Then great your company is one of the few! If not maybe it is time to start moving towards making it happen.

This is what we refer to as **Corporate Values Alignment (CVA)**. **High Performance Teams (HPT) behaviors are typically in alignment; show increased trust, connection and empowerment in whatever they do.** HPT usually have the following in common: They have a compelling goal that everybody is committed to achieving, everybody respects, trusts and cares about each other, everybody is willing to take calculated risks and then make difficult decision; there is creatively collaboration, they advise each other and listen to each other; Everybody understands that there will be regular conflict or disagreement and they expect to be able to work through these, and then value the outcomes; everybody is clear in knowing that they are personally accountable for achieving results, and know that it is possible to enjoy going to work. Sound too good to be true? Does it sound like where you work? If it is , then you are at a leading company! If not which unfortunately is more the norm, then maybe it is time to start moving towards making it happen.



## CVA (Corporate Value Alignment)

### Kotan & NLP Coaching

Any alignment program needs to begin with an initial assessment to be effective. This is done by collecting a range of information about your organization from every level to ensure that we know where is “the starting position.”

It is vitally important to make sure we have the input from those interfacing and supporting the customers before going forward with any strategic change. Next, the focus will be with the Senior Executive Team. This is the engine room that inspires and guides the direction of the entire organization and they must choose, know and understand their own values and be in alignment with those of the company.

We provide you with tools and techniques to achieve that alignment. The more in line, consistent and congruent their actions are with those values and beliefs, the more they will instill loyalty and drive performance improvement and productivity. This process is then replicated through the organization particularly with middle management during presentations, one-on-ones or weekend or two day programs all with the support and in conjunction with the Senior Executive Team. In many cases this is where many companies struggle implementing change and improvement programs, they are the group or team who are responsible for the implementation of the corporate vision and bringing the employees along on a daily basis and improve productivity and efficiency.

To ensure that everybody is on the same page and that all questions are asked a full one day team orientation and building event is held with both management and employees, where the information is presented, including the tools and insights that have been learnt by the management group as a whole; this provides the opportunity to both build and reinforce the trust and connection between all levels to allow the change process to begin. In the last step, the management team will start to utilize what they have learned as well as teach, train and guide their employees on an ongoing basis to stay on track and utilize the tools and materials that have been designed specifically for the organization.

Everybody wants to succeed and achieve outstanding results and outcomes; this can only be done by every member of the team knowing what they must do, wanting to do it and knowing how to do it!

For more information email us at [info@kotanaustralia.com](mailto:info@kotanaustralia.com)



## 30 Day Doubler Effect

### Impact your income in 30 days!

Are you in sales? Do you work for yourself? Do you want to make more money but keep feeling as though something is holding you back? Then this process of a one on one with you to show you a different way of thinking which is outside of your box and boundaries is guaranteed to make you let go of what is holding you back so you can double your income in 30 days!

For more information on this program email us at [info@kotanaustralia.com](mailto:info@kotanaustralia.com)

## Need A Coach For Ongoing Coaching At Your Workplace?

**We have the following options and services available.**

### 3 Months, Ideal For Small Businesses

For three months you will have one of our Master Kotan and/or NLP Coaches personally coach your team. You can have up to 5 team members, where they will review and re-align the team goals and outcomes that will improve the flow and interaction of the working environment. This will aid in improved motivation, communication and a complete an assessment of both the team and individuals will provide a clear outline of your team that will help to better manage, direct and reduce staff turnover. The improved focus and cohesiveness of the team will deliver results.. As part of the process your team will have both group and individual sessions to develop a high performance with the same mindset and outcome. Call to make an appointment.

Cost will vary depending on the company size and location.

Email us at [info@kotanaustralia.com](mailto:info@kotanaustralia.com)

### 6 Months For Mid Size Business

Need an overhaul in your workplace? In 6 months we can create a dynamic happy work environment to improve productivity, create a synergy between work and home life for your team.

**In the six months we will:**

- **Re-align the team and have the team set a group outcome to improve the working environment**
- **Improve motivation and communication**
- **Complete an assessment of the team, e.g. Myers Brigs and Values instruments.**
- **Complete an assessment on health and fitness.**



During the 6 months your team will have options to complete two of the following interventions on a one on one basis. One being for their personal life and one for work life.

**Personal life:**

- Relationships
- Couple counseling
- Phobias
- Weight loss
- Pain management

**Work life:**

- Improve communication
- Goal setting
- Value alignment with the company's values
- Time management
- Motivation
- Improve sales though understanding your customer

At the end of the 6 months you will have a clear outline of your team that will help you better manage and direct them and reduce staff turnover. The process will end with a team building day giving to you a well rounded, productive and happy team.

Between 6 and 15 team

Call to make an appointment. Cost will vary depending on the company size and location. **Email us at [info@kotanaustralia.com](mailto:info@kotanaustralia.com)**

## 9 Months For The Complete Corporate Makeover

This is a complete change for your company. Ideal for companies that are going through or getting ready for major change, e.g. company sale, buy out, new or change of branding, float, etc. In 9 months we can create a dynamic, productive happy work environment.

**The nine months will cover:**

- **Conduct a corporate value alignment with the executives.**
- **Install the company's values with the team.**
- **Re-align the team and have the team set a group goal to improve a harmonies work environment.**
- **Improve motivation.**
- **Improve communication.**
- **Complete an assessment of the team using Myers Briggs and the Values instruments.**
- **Assessment on health and fitness of the team.**

During the 9 months your team will have options to complete two of the following interventions on a one on one basis. One being for their personal life and one for work life.



**Personal life:**

- Relationships
- Couple counseling
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**Work life:**

- Improve communication
- Goal setting
- Value alignment with the company's values
- Time management
- Motivation
- Improve sales though understanding your customer

This process will create a team that will be committed with a common goal to deliver on goals and outcomes to deliver results on your products and services and have a very low staff turnover.

Call to make an appointment. Cost will vary depending on the company size and location. Email us at [info@kotanaustralia.com](mailto:info@kotanaustralia.com)

Best regards,

Paul Mracek  
Master Coach & Practitioner,  
Kotan Method, NLP, TLT, Hypnosis  
CPEng. FAIM, GAICD