

coach profile

ryt valiukenas

director, polevault

A.I.P.C (Australian Institute of Professional Counsellors)



executive experience

An experienced presenter, facilitator and performance coach Ryt is currently working with business owners, managers and supervisors on managing and leading teams, including personal development and performance improvement within a diversity of Australian industries and companies.

Ryt has over 32 years' experience in leadership, management/supervisor development, change and business development work. He has specialist skills in organisational change, communication, leadership, presenting, team development, performance and productivity improvement.

core capabilities

Works with each enterprise and its people to effectively improve:

- Communication and feedback
- Performance management and development
- Conflict management
- Change management
- Congruent and effective leadership of business owners
- Team development and performance
- Skills development – managers/supervisors

coaching and facilitation experience

Works with business owners, managers/supervisors, high potential individuals and teams:

- Performance coaching business owners, managers/supervisors in improving leadership and management of team and individual performance to meet the needs of new environments and business strategy.
- Presented and facilitated courses in Managing Personal Growth, Leadership Development, Management / Supervisory skills, Productivity Improvement, Sales and Communication for senior managers, managers and supervisors, numbering over 1000 participants for Leadership Management Australia.

coaching and
facilitation
experience
(cont'd)

- Designed, wrote and facilitated an 18 hour Management/Supervisory program : Taking Control – Modern Techniques for Modern Managers.
- Designed and built an Experiential / Low ropes course which included a three day facilitation program in developing teams and team efficiency.
- Coached individual business owners in leadership and management of employees and teams.
- Designed, wrote, managed (which included facilitation and presentation of skills development sessions) a procedure/ training program for the selection, recruitment and development of Bus Operators and Driving Instructors for a State run public transport system, with 2000 employees.
- Coaching high potential individuals in personal growth and skills development.
- Coaching managers and team leaders to leverage and maximise skills of team members.
- Guest and Key Note speaker for conferences and business seminars

sectors &
industries

Coached from business owners to front line management in a diverse range of industries and organisations including:

- Local, State and Federal Government organisations
- Professional Services – legal and accounting
- Viticulture and hospitality
- Construction – particularly Civil Construction
- Mining
- Manufacturing
- Transport
- IT

client
organisations

Include:

- De Bortoli Wines
- Office of the Auditor General
- A Class Pavers
- Brierty Contractors
- Dept of Transport
- WA Football League
- Main Roads
- Dampier Salt
- Department of Mining
- Health
- Argyle Diamonds
- Civil Contractors Federation
- R J Vincent
- R&G Lawyers
- Hitachi
- Ertech
- Wesfarmers
- Woodside
- Works Infrastructure
- Alcoa
- Cooperative Bulk Handling
- Buckby Contracting
- Perth Zoo
- Suncorp
- ACCC
- MTT and Transperth
- BankWest
- Healesville Wine Centre

key achievements

- Designed, wrote and managed a recruitment, selection and skills development program for bus operators / driving instructors for a state run public transport system.
- Designed, built a low ropes course and facilitated a 3-day team development program for state government departments and mining companies (WA).
- Assisted many Business Owners, Directors, Managers / Supervisors and teams to improve performance, profitability and productivity including:
 - A General Manager and his team to improve performance / productivity from a loss of \$400,000 to a \$1.2 million surplus in 5 months.
 - Range of managers / supervisors to increase personal performance by reducing hours of work from 12 hour days to 8 hour days and increase performance of self and team.
 - Increased the performance and productivity of numerous individuals in a variety of positions through skills / behaviour changes which either reduced costs or increased bottom line profits
 - Turned a powerful union into accepting the team concept and supporting their members to attend and implement team concepts with remarkable improvements on performance, profit for the company.
 - Designed, wrote and facilitated a front line Management program for mining, construction and state public service clients.
 - Reduced stress, work-life balance and relationship development
 - High Potentials to stay challenged and productive and thus improve retention of key staff.

additional expertise

- High level understanding of human behaviour
- Effective communication and relationship development
- Team Development
- Dealing with Poor Performance / Work Habits
- Coping with change
- NLP
- Feedback skills
- Presentation Skills
- Writing Programs

qualifications

- Group Worker – Socially Disadvantaged Youth
 - A.I.P.C
 - Accredited Management Personal Growth Programs
 - Certificate IV, 2001
 - Master Practitioner Neuro Linguistic Programming – 5 days 2000
 - Certificate NLP Meta States 2000
 - Certificate NLP Meta Timelines 2000
 - Certificate NLP Mind Lines 2000
 - Advanced Facilitation Accreditation Leadership Management Australia 1999 (including levels 1,2,3 and 4)
 - Prevue selection and coaching assessments administration and participant coaching - Performance Profiling Australia (PPA), 1999
 - DIAS - behaviour profiling assessment administration and participant coaching , 1999
 - Effective Personal Leadership - Leadership Management International (LMI) 1998
 - Effective Communications – LMI 1998
 - Effective Management Development – LMI 1998
 - Effective Selling Strategies – LMI 1998
 - Effective Personal Productivity – LMI 1997
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