



**AN INTERVIEW
WITH...**

**Sarah Dives
HR Manager**



ABOUT THE CHARTERED INSTITUTE OF BUILDING

The Chartered Institute of Building (CIOB) is the world's largest and most influential professional body for construction management and leadership. Members work worldwide in the development, conservation and improvement of the built environment.

The CIOB accredits university degrees, educational courses and training, and its professional and vocational qualifications are a mark of the highest levels of competence and professionalism.

“Tash’s coaching has been critical in helping me to make a positive impact on the business.”

“When I was promoted to a new strategic role with a team reporting into me, I recognised I was going to need support and development in certain key areas.”

The challenge

“Having worked in administrative roles within the CIOBs HR department for several years, I gained my MA in Human Resources Management and was promoted to the position of HR Manager. After discussing with my line manager how to make my transition as seamless as possible, we engaged Natasha from Organic P&O Solutions.”

“Tash has been working with me for over a year now. Initially, our face to face coaching sessions focused on the functional aspects of my new role, addressing a wide range of issues including aspects of team management and workload prioritisation. More recently though, I’ve been working with Tash on developing my leadership, influence and resilience skills.”

Working with Organic P&O Solutions

“Tash has been a massive help to me in making the transition. She’s helped me to shift the way I work by getting me to challenge the way I think, working

with me to analyse situations, consider why I respond in certain ways – and assisting me in altering my instinctive behaviour where necessary.”

“Tash’s HR experience has been particularly useful for me in my role. If I’m struggling with a particular HR issue, I know I can call on her for advice.”

Going the extra mile

“Tash has really helped me to challenge the way I think: she picks up on things that are symptomatic of what I need to change: things that without her prompting I wouldn’t even be aware of.”

A great result

“As a result of the work I’m doing with Tash, I’m confident in my role and the decisions I’m making. I think this confidence feeds through to the rest of the organisation in terms of the way I work with my colleagues and how I interact with my team at all levels.”

“... a massive help...”

“...developing my leadership, influence and resilience skills...”