



## COACHING

### Model, Results & Program Overview

#### Top Ten Benefits of Coaching:

1. Maintain greater focus, clarity and sense of purpose.
2. Define personal and professional vision and map out a strategy.
3. Set motivational goals and become more efficient.
4. Enhance conflict resolution and communication skills.
5. Create a better life – not just a better lifestyle.
6. Balance professional life with personal values.
7. Develop and maintain momentum in career and in life.
8. Accountability.
9. Work and live smarter, not harder.
10. Eliminate limiting beliefs and gain new perspectives.

#### Coaching goals:

- ❖ Sustainable, long-term excellent performance and results in work & life
- ❖ Greater self-awareness and self-correcting capability
- ❖ Self-generating behaviours

#### Elements in a Coaching Relationship:

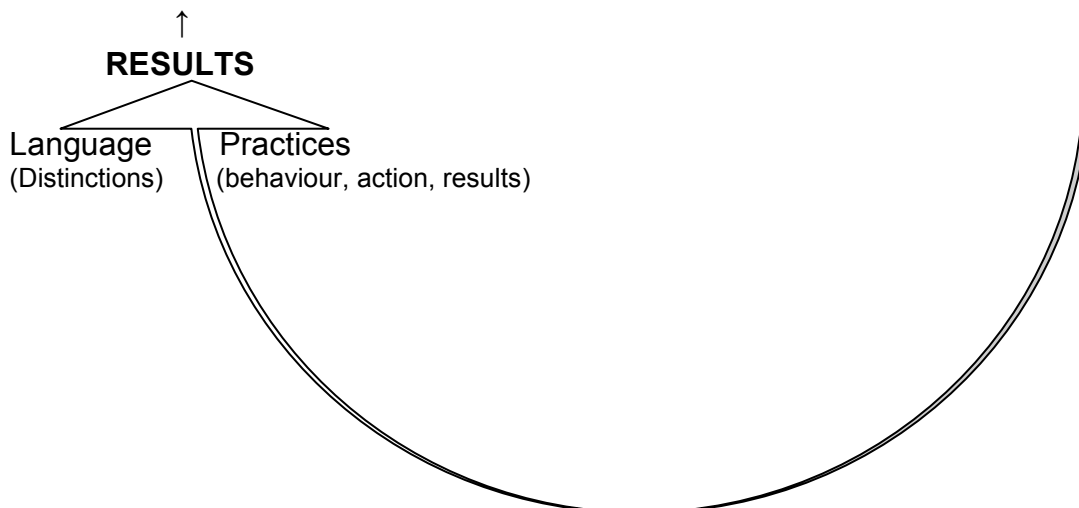
- ❖ Mutual Respect and Trust
- ❖ Freedom of Expression

#### Coaching Premise:

- ❖ Integration of mind, body, emotions, and purpose to empower the whole person and enable full engagement in work and life.
- ❖ Coaching creates a new perspective and new actions that result in new outcomes that are better aligned with client goals.

#### Coaching Model:

**PERSPECTIVE →→AWARNNESS→→REFLECTION→→INSIGHT→ACTION**



## **COACHING PROGRAM OVERVIEW**

### ***SESSION 0: ESTABLISHING AN OPENING FOR COACHING***

- Hear the client's coaching topic
- Clarify understanding and expectations of coaching
- Establish the coaching relationship
- Describe coaching process
- Review coaching policies and agreement
- Set up communication arrangements

### ***SESSION 1: INTAKE – CONNECTING WITH THE TOPIC***

- Learn about the client and their topic, their needs and intentions
- Understand what the client hopes to accomplish, how they would like to change and why that matters to them now
- Observe the client's way of being in their topic up to now
- Assess the client's predominant way of showing up in the world

### ***SESSION 2: OFFER – GETTING STARTED***

- Present assessment of the way the client currently sees and handles the topic
- Offer a new distinction: a new way of looking at and relating to the topic
- Offer a proposed coaching program that describes the purpose of the program and its intended outcomes in terms of new behaviours relative to the client's topic
- Enroll the client and establish a shared commitment to the program
- Introduce the first steps/practices/exercises in the program that the client will take

### ***SESSION 3: PROGRESSIVE DEVELOPMENT (iterative)***

- Client reports on observations, experiences and outcomes of practices and exercises
- Address breakdowns and breakthroughs
- Link the client's experiences and observations to the way they currently relate to the topic and to the new way that they are progressively able to exhibit in day to day life
- Discuss new behaviours and register progress relative to the Coaching program and the intended outcomes
- Assign new practices

### ***SESSION 4: COMPLETION***

- Report on new practices and results of new behaviours
- Register accomplishments relative to the Coaching Program and the intended outcomes
- Forecast future challenges and possibilities and discuss how to effectively be with both
- Acknowledge the client's contribution and readiness for completion