

COACHING PHILOSOPHY & APPROACH

Context of Coaching:

- Strength-based
- Openness essential
- Trust extended
- Confidentiality assured
- Measurements/descriptions of success agreed to
- Willingness required
- Whole person centered
- Real world focused

Coaching Process:

Step One: Aligning expectations and contracting

- Coaching “challenge” identified
- Big picture goals shared
- Assessing learning style
- Relationship/role of manager agreed to
- Agreements made on process and timing
- “Contract” for working together established

Step Two: Assessment – organizationally and professionally

- Self-assessment, feedback from others, review of work product
 - Current performance as required by organizational needs
 - Capacity based on future needs
 - Personal values connected to role
- Identifying barriers:
 - Knowledge
 - Skills
 - “Self”
 - Process/Systems
 - Current organizational realities

Step Three: Articulating the Desired Future

- What is desired?
 - Contribution to organization
 - Individual fulfillment

Step Four: Goal Setting and Mapping

- Specific goals with measurements of success
- Demonstrate connection to current or future business need
- Mapping out the process for advancing on goals/reducing barriers
- Identify resources needed and process for obtaining

Step Five: Check-ins and Adjustments

- Meet with Coach on regular basis (as agreed to in contract)
 - Progress
 - Barriers
 - Lessons Learned
- Review of work product
- Make adjustments to process to meet new realities
- Compare against articulated desired future/measurements of success

Step Six: Transition

- Get feedback on achievement from stakeholders
- Determine maintenance or continued progress
- Debrief on experience
- Joint meeting with manager/facilitated discussion on lessons learned, requests for support, agreements moving forward.



matrix insights

Program Savvy Consulting is able to include one or more assessments in the coaching process through Matrix Insights. These assessments provide additional insight and opens up a development platform to be utilized during and after the coaching engagement.