

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.