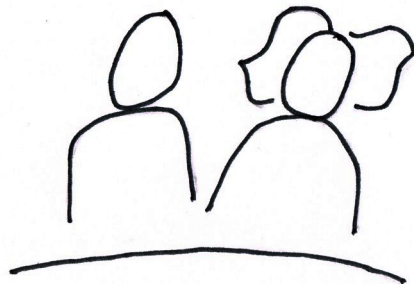


Individual Coaching

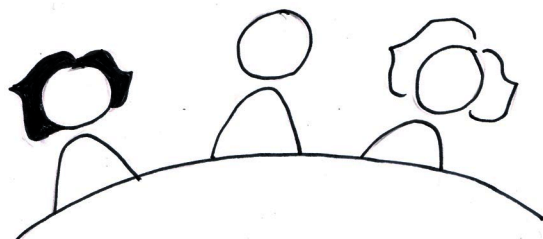
Function

Individual coaching is a reflective process through which a coach helps a coachee to become more motivated, focussed and effective. Coaching often results in people feeling more self-aware, confident and purposeful. In many forms of individual coaching, coach and coachee spend most of their time working alone, interspersed with occasional meetings with the coachee's line manager. Assignment lengths vary from 3 sessions to 12 sessions or more. Shorter assignments are often used to support leadership development programs, or to facilitate 360 feedback. Longer assignments are more appropriate in helping people to manage through transitions or to navigate complex change.

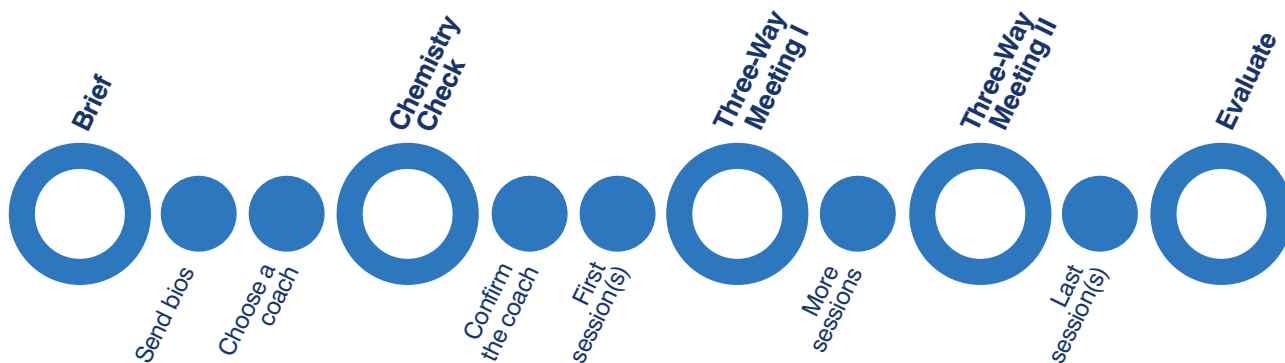


Involving others

We encourage the coachee to bring other people into coaching where appropriate, especially the line manager. This enables all parties to contribute to goal setting. It enables the coachee to ask others to play a role in achieving those intentions. And it provides coach and coachee the opportunity to reflect on the dynamics of relationships in the room.



Process



- 1 We meet you to take the initial brief.
- 2 We send you some coach bios from which to choose.
- 3 We arrange a chemistry check between coachee and prospective coach.
- 4 If all goes well, the assignment is confirmed and coaching starts. If not, we arrange a chemistry check with a different coach.
- 5 We set up three-way meetings with the line manager, first to align around objectives, and later to review outcomes.
- 6 During and after the assignment we meet with you to evaluate progress.

This is how a typical assignment operates, but our approach is both systemic and innovative, and we may suggest quite different approaches for specific assignments in service of maximising the value of coaching.

