Outline Coaching Process

Contracting Phase

Agree desired outcomes with organisational sponsor and executive consistent with corporate strategy. Establish rapport.

Identification of Issues

Surface and challenge limiting beliefs and assumptions. How effectively is action co-ordinated and commitments fulfilled. Clarification of purpose, values and role.

Exploration

Exploration of new ways of being and working. Identification of those which are most appropriate and consistent with objectives.

Declaration/ Commitment

Declaration of what is going to be different in the future and what actions are required. Make appropriate requests for support.

Review

Ongoing review of progress towards agreed objectives. Acknowledgement of achievements and learning from outcomes.

Completion

Agree level of ongoing support – extend current programme, further intensive programme or a less intensive programme to ensure new ways of working are embedded.