



COACHING

Objective

Coaching is partnering with the trainee in a thought-provoking and creative process that inspires the trainee to maximise their personal and professional potential. Our professional coaches provide an ongoing partnership designed to help the trainee to produce fulfilling results in their personal and professional lives. Coaches' help people improve their performances and enhance the quality of their lives. Coaches are trained to listen, to observe and to customise their approach to individual needs. They seek to elicit solutions and strategies from the trainee; they believe the trainee is naturally creative and resourceful. The coach's job is to provide support to enhance the skills, resources, and creativity that the trainee already has.

Organisations or individuals ask for coaching to:

- Support them to get to the next level
- Improve leadership skills
- Reward high performance
- Deal with pressure after a merger, down-sizing or reorganisation
- Improve performance
- Deal with under-performance
- Facilitate greater work-life balance
- Support to find career elsewhere.

Summary of content

We have built-up our coaching process in 8 steps:

Step-1: Briefing on main goal of coaching (with trainee and employer)

Step-2: Coach and client meet to ensure compatibility & develop goals

Step-3: Goals are signed off by client (and organisation if required)

Step-4: First four coaching sessions commence

Step-5: Evaluation after four sessions, report to organisation if necessary

Step-6: Additional coaching sessions

Step-7: Evaluation on main goals and objectives

Step-8: Define action plan for the future

Structure

In the coaching sessions we give the trainee understanding of their ambitions, possibilities and qualities. In cooperation with the employee and the organisation we set up a personal coaching guidance. Our coaching sessions are based upon five fundamental principles;

1. Self-directing learning;
2. Solution focused;
3. Positive feedback;
4. Systematic approach to delivering behavioural change;
5. Stretch;

Participants

We provide coaching for employees at different levels of the organisation.