



The Coaches role and the Coaching process

The coaches role is to help you to achieve your goals by assisting you to learn to rigorously reflect on your behaviour and thinking and facilitate your increased self awareness. My style is intuitive and direct, with a focus on helping you see underneath and around issues. My aim is to act as a catalyst for you to personally challenge yourself and assist you to exceed your own and others expectations.

As part of the coaching contract, you will be encouraged to set specific goals that you commit to working towards through the life of the contract. Personal indicators of success will also be developed, with reflection on these at the conclusion of the coaching relationship. It is an expectation that you will put into action the strategies developed jointly with the coach and then reflect on these with the coach during the sessions. There may also be additional reflection/reading that you will be encouraged to do to add value to and support your learning.

The issues explored through the coaching relationship are driven by you. It is useful if you come to your first coaching session with some ideas regarding where you would like to start. Depending on the nature of the issues presented they may not always be able to be covered fully within the 6 week timeframe. Another package of coaching can be purchased down the track if this is desired.

The initial coaching relationship will run over 6 sessions, with each conversation of 1 hour duration. Dates and times will be negotiated to suit your needs. It is recommended that we meet every month to accelerate your learning journey and maintain momentum. Each coaching conversation will be different according to your express goals and what you present with on the day; however the sessions usually follow a pattern similar to the outline below:

- *Coaching preparation:* 360 degree feedback/learning style profiling can be undertaken to give the coach and coachee a foundation of information and enhanced elf awareness to work with during the coaching contract
- *Session 1:* establishing expectations between coach and coachee , individual hopes and fears, understanding where you are coming from, defining learning goals,
- *Session 2 - 5:* exploration of issues, exploring scenarios and possible courses of actions, uncovering underlying issues – what are the enablers and barriers to change or enhanced performance, reviewing your progress.
- *Session 6:* assessment and evaluation – giving and receiving feedback between the coach and coachee, closing or continuing the coaching contract

Investment

Coaching for Inspired Performance	Investment
Coaching is offered in 6 x 1 hour session packages All sessions approximately 1 hour excepting session 1 which runs over 1.5 hrs)	Prices on application
This price is based on the coaching occurring at the office of the coach. Additional travel fees may apply	
Additional costs for specific profiling/360 degree feedback processes will be negotiated with you in accordance with your learning needs	

Characteristics of Successful Coaches

Consider the following list of characteristics. Pick the ten essential characteristics of successful coaches. Rank these 10 characteristics in order of importance with 1 being the most important.

The ability to inspire	Sets high standards	Results focussed
Integrity	Disciplined intensity	Forwarding action
A passion to help others learn	Self awareness	Relationship builder
Capacity to communicate	Flexibility	Able to manage professional boundaries
Able to diagnose issues and find solutions	Business minded	Genuine sense of enquiry
Intuition	Strong belief in themselves	Empathetic awareness
Curiosity	Ability to confront others	Unconditional support
Willingness to offer feedback	Sincere and honest	Self-confident
Able to adapt to different personal styles	Encourage mutual discussion	Build rapport and trust
Establish confidentiality	Show patience	Provide challenge
Self-reflective	Able to accept criticism	Live and act according to stated values and beliefs
Recognise strengths where others see weaknesses	Role model	Set high standards for self and others
Willing to accept responsibility	Commitment to competence	Challenging
Able to monitor own emotions and behaviours	Knowledge of own motives and needs	Build insight and motivation
Appropriately humble	Establish credibility	Provocative
Hold others accountable	Get to the heart of an issue	See the bigger picture

Imagine you were being coached, what top five characteristics would you want your coach to demonstrate?

How will coaching benefit me and my organisation?

What are my learning goals and how do I envisage the coach working with me to achieve them?

• Working Collectively • Focussing on Possibilities • Inspiring Action •