



Executive Coaching process description

How do we set up goals with the Coachee?

In the initial discovery session we define the goal(s) the client wants to reach. We use our client compass (based on wheel of life tool) to calibrate the client and get a snapshot of where the client currently is at and where they would like to be in a period of 3/6/9/12 months. The client defines where they are on a scale from 0 - 10 and the gap provides and additional goal to focus on.

How do we make sure that coachees are getting the right results?

Results have to be defined between sponsor and coach. Since the process and coaching is strictly confidential and the coach can only coach a client in a direction that they want to be coached the result have to be defined. If the coach notices there is an conflict of interest between the results expected by the sponsor and the journey the coaching is taking, it is the responsibility of the coach to make this very transparent, best initially to the client and then to the sponsor.

How do we measure success? What elements could we use?

Success = celebrate when milestones have been reach, the client is making progress. Having an initial ranking helps to check in and create awareness for the client that the progress is being made.

Additionally, keeping record and track of the individual sessions to see what the steps have been taken, can be of advantage.

Survey, 360 Feedback with individuals, teams and supervisor.

Coach/Coachee Interaction - How do we develop the coaching relationship/ ensuring right chemistry with Coachee?

Initial discovery sessions helps to get to know each other and check in with the chemistry. If it is not a good fit, then refer client to another colleague. If client/coaching relationship is started the next steps is designing alliance, this is the phase to verify how the client and coach with work together when they hit difficult times:

When the client goes into resistance - the coach can ask prior how to best interact and help them get back on track.

Be very transparent in every step, intervention and invite the client to ask any questions, comment and always ask for feedback at the end of each session to hear what learning, struggles etc. the client has.

What is our greatest achievement?

To see clients growth, transition and living by their life purpose in the future. Knowing who they are and what they want to live fulfilled life.