

# Coaching Approach



## What is coaching?

Coaching is a client-driven process that focuses on creating an ideal outcome through identifying solutions that will enable the person to move forward.

<b>Coaching is...</b>	<b>Coaching is not...</b>
<ul style="list-style-type: none"><li>• About learning</li><li>• Identifying barriers</li><li>• Changing habits</li><li>• Imagining possibilities</li><li>• Exploring solutions</li><li>• Craft strategies for success</li></ul>	<ul style="list-style-type: none"><li>• Therapy</li><li>• Consulting</li><li>• Mentoring</li><li>• Counseling</li><li>• One size fits all</li><li>• The answer</li></ul>

## My Philosophy

I believe coaching helps perfectly capable, emotionally stable adults become more like the person they want to be as a leader, as a co-worker, as a person. Coaching helps people identify and clarify challenges that stand in their way. It helps clients craft strategies to address these challenges and achieve personal success.

## My Approach

Coaching is about getting results. Results come from improving performance towards a client's goals.

In a work setting, I involve the client's manager and other players critical to success. We structure goals around business results, team behaviors and leader (client) behaviors. The client and their manager evaluate success based on business results.

Confidentiality is a cornerstone of all interactions. The client decides what to share with whom and how. In team coaching, agreements are established upfront for what gets shared and how.

## Ideal Clients

I work with people who aspire to grow. Typical clients are leaders committed to taking ownership for their success. They may be emerging leaders, taking on a new role or struggling to make a change. I partner with clients that invest the time and energy to set goals, to work hard, to change habits. Each client is different and every scenario unique. Therefore, each journey will be different. I tailor my approach to the needs of each client.

In some cases, work teams are the client. In which case, I partner with the manager again around the business results and the leader/team behaviors. Norms around confidentiality, conflict and authority are established early in the process.

If you are ready to roll up your sleeves and work towards a brighter future, you might benefit from coaching. Contact me for a free initial consultation.

