

Coaching Model

Inputs

Coach's Assumptions – that Clients are:

1. **Resourceful** – can identify what is needed to achieve their identified outcomes.
2. **Responsible** – for deciding if and what they need to deliver against outcomes.
3. **Motivated** – to work with a coach and have exercised free will in coming to coaching.
4. **Self Actualising** – want to learn and develop.
5. **Whole** – in that they don't need fixing or healing.

Coach's values

Honesty, integrity, fairness and openness.

Coaching Philosophy

Humanistic /person-centred

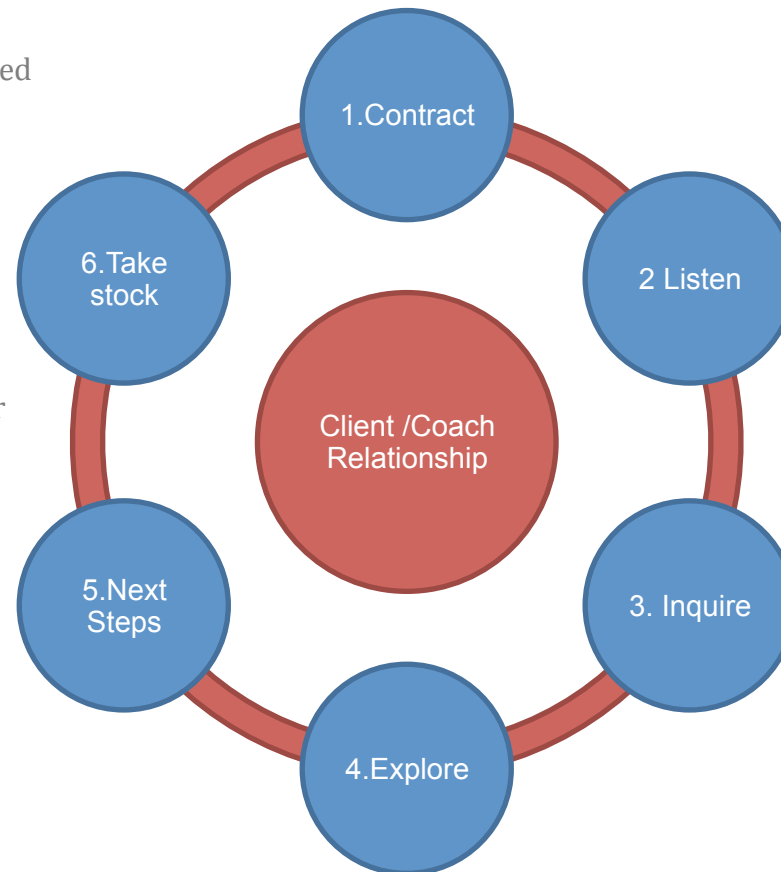
Client Inputs

Personality, values, beliefs & experiences.
Expectations of coach & willingness to be coached.

Organisational Inputs

Culture, values, expectations of the coach, the coachee and the coaching process.

Coaching Process



Outputs

That **client** might expect from the coaching process may include:

1. Enhanced resourcefulness
2. Increased confidence to deal with presenting issues
3. Increased awareness of themselves and the situations they find themselves in

That **sponsor** might expect from the coaching process may include:

1. Increase in capability and confidence of client being coached
2. Progress towards delivery of individual learning goals (for client being coached)
3. Increase in employee engagement (for client being coached)

Coaching Model

Contract – this is applicable both at the beginning of the coaching relationship and at the beginning of each coaching conversation. It is about agreeing how coach/client work together, the focus for the coaching or the session and desired outcomes both for the individual and the sponsoring organisation.

Listen –coach listens with empathy and without judgement to the client’s story and plays back what they have heard to enhance understanding for both.

Inquire – coach encourages the client to explore new ways of looking at themselves and what they are doing with a particular focus on building on existing strengths.

Explore – coach encourages the client to brainstorm options for moving forward.

Next Steps - this involves the coach supporting the client in deciding what they want to action between coaching sessions.

Take Stock - this is about reviewing progress against agreed outcomes. It is also about assessing how well the coaching approach is working for both coach and client and will happen at the end of a coaching conversation and a coaching engagement.