



How does coaching work?

Before

A mutual agreement on the commitment to the coaching project is necessary. In case of sponsorship, the agreement includes coachee, sponsor and coach on the commitment and wished outcome of the coaching project.

The agreement will be on:

- The specific identification of key points to be worked on,
- the definition of measurable goals to be hit.

During

The coaching process shall identify the behaviors to focus on, following which action plans will be set to meet the agreed goals.

In addition to the coaching sessions, targeted assignments may be agreed on with the coachee to accomplish the desired outcome.

The coaching process includes challenging assumptions to identify new perspectives and solutions to achieve the wished goals.



How does coaching work?

After

At the end of the coaching project, a completion session will take place, in presence of the sponsor if any, during which key learnings and insights will be shared and eventually long-term plan(s) discussed to sustain the progress.