



## One-on-One Coaching

### What is Coaching?

A mutual alliance designed to help the client achieving the results they want. Coaching focuses on understanding the reality “today” to the goal in the future. In organizational coaching, the sponsor or direct manager will also provide input into the coaching objectives. Then the coach and client work together to discover insights and take progressive action toward the desired outcome or changes that are targeted. It is the unique space based on the trust created between coach and client that allows the client to accept feedback, open up possibilities, and change behaviors in order realize the desired results and maintain them.

### Why it works

Adults learn by doing. Because the coach assigns “homework” that is directly related to addressing relevant issues, by action or contemplation, the client learns “on the job”. Weekly sessions assure continuity and accountability, and by repeatedly addressing recurring issues obstacles are overcome and any learning and transformation becomes sustainable.

### Coaching is NOT

Consulting, mentoring, counseling or therapy. Consultants and mentors are focused on solving problems for the client and offering advice and experience. Counselors and therapists are trained to analyze and remove blockages rooted in the past by resolving the 'why' questions.

### Time Frame

Weekly or bi-monthly, telephone or in person, as arranged  
Coaching engagements run between 6 and 12 months

### Why the Coaching Relationship is unique

The relationship between client and coach is a carefully designed partnership where all conversations are confidential. The coach offers insight, clarity and probing questions so clients can achieve extraordinary results. The coach, acting as impartial observer, devil's advocate, champion, and change catalyst for the client, helps clients achieve clarity on their present situation, future goals, and the path to achieve them. Powerful coaching is based on powerful and probing questions, designed to guide and stretch the client into their desired direction. In addition, the coaching draws out the wisdom and the knowledge from the client and has them acting on their own advice and in accordance with their own values.

### Benefits

INSIGHT: reflection, understanding, vision and direction  
MOMENTUM: commitment, action and accountability  
BALANCE: priorities, perspectives, and choice  
SUPPORT: advocacy, championing, and sounding board  
STRENGTH: confidence, role modeling, impact