



# COACHING SERVICES

## Objectives

Popular topics for coaching include:

- ▶ **Increasing Personal Effectiveness** (confidence, influence, leadership)
- ▶ **Managing Change** (self, team or organisation)
- ▶ **Setting Direction** (strategic appraisal, vision, objectives)
- ▶ **Resolving Tricky Relationships** (effective behaviours, assertiveness)

## Guiding Principles

All our coaches have significant business experience and work within these principles:

- ▶ **Personal and Private** An open and trusting relationship is critical. We will maintain complete confidentiality throughout.
- ▶ **Clear Goals** Clear and specific development objectives are agreed at the outset to demonstrate that a return on the investment is achievable.
- ▶ **Practical and Applicable** We work with you to identify actions and behaviours that will make a positive difference.
- ▶ **Profiling** Our coaches are qualified in a range of reliable and valid psychological instruments that can be used to inform and enhance the assignment.
- ▶ **Specialist Content** The business consulting side of SCIOS Business Consulting enables us to introduce specialist content should it be requested (e.g. strategic appraisal techniques, leading change, tools and techniques). We don't just ask reflective questions.

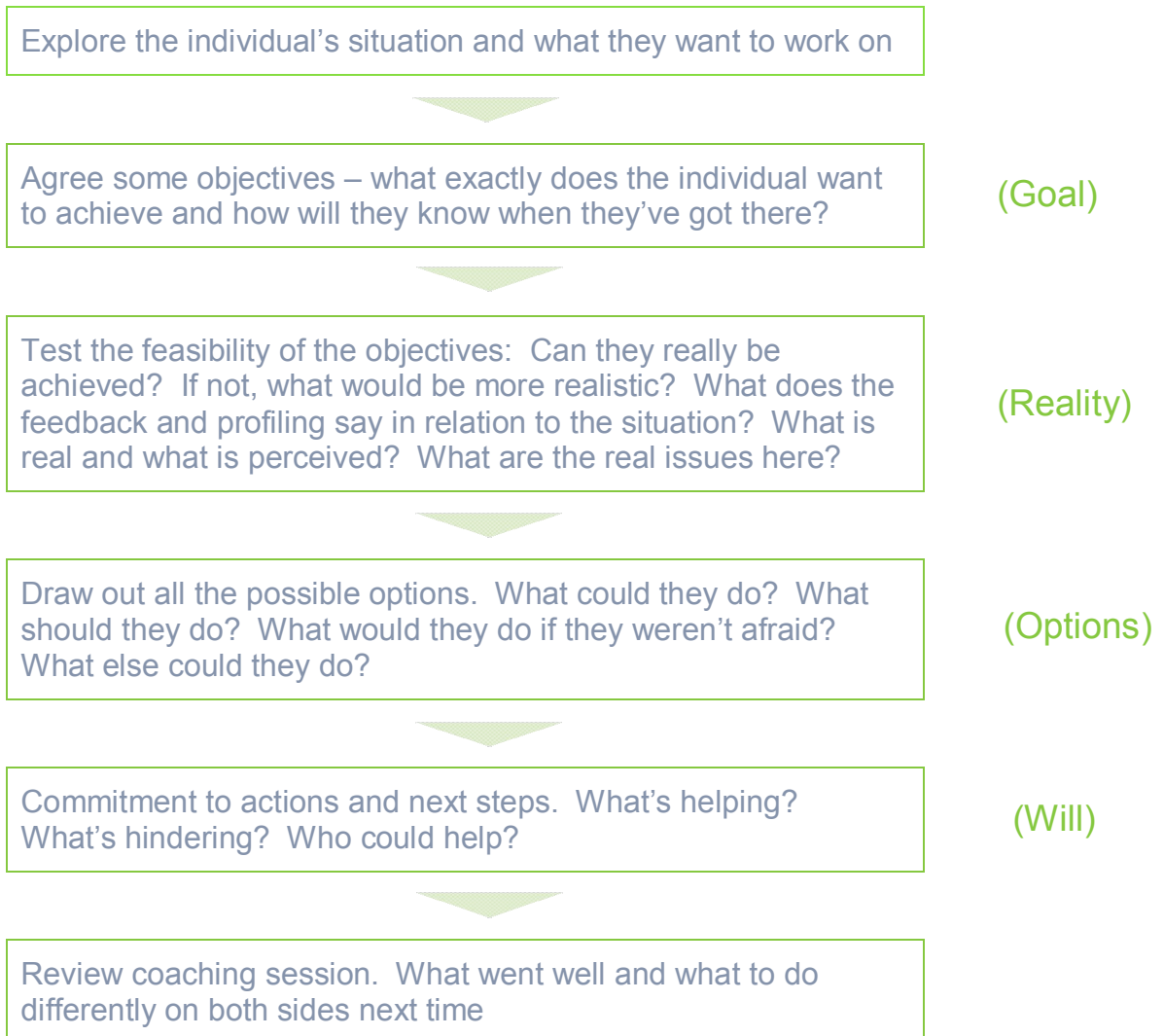
## Coaching Process

A typical project would be structured around six face to face coaching sessions of 2 - 3 hours over a 6 - 9 month period.

In addition to the main coaching sessions we can also provide:

- ▶ Telephone support (pre planned and with a clear purpose). As well as maintaining pace and energy, it also provides a support path in the event of a priority issue.
- ▶ Work shadowing (often used in the early stages as part of the initial analysis)

Each coaching session is based on the tried and tested popular GROW model (Goal, Reality, Options, Will)



In addition to, or as part of, the individual coaching sessions are:

- ▶ A pre-meet with the prospective coach to ensure mutual compatibility and the suitability of coaching as a developmental activity
- ▶ Issue and completion of any profiling instruments (e.g. Team Effectiveness Questionnaire, MBTI and FIRO B)
- ▶ Analysis and discussion of results from profiling
- ▶ Regular review to improve the sessions

We are happy to introduce you to some of our previous clients to help you decide if our approach is for you and to be sure that coaching will enable you to achieve your development objectives.

An example of a real coaching project can be found on the case studies page of this site.