



# Corporate Coaching FAQs

## **What exactly does a coach do?**

The intention of the coaching relationship is to promote growth and change that will empower you and support you in developing yourself as a leader.

## **How does a coach work?**

Coaches use the coaching conversation to establish a focus, promote discovery, determine a course of action, remove barriers, review results, and explore the "what next?" question.

## **How would coaching benefit my organization?**

- Coaching creates positive, lasting change. It breaks down problems and encourages resolution.
- Coaching helps individuals to become engaged and aligned with an organization's vision.
- Coaching builds on individual's experience, strengths and aspirations.

## **Can you describe how the coaching process works?**

- A first one-on-one introductory meeting is scheduled between the coachee (i.e. the person to be coached) and the coach. During this meeting we work together to establish logistics, answer questions, develop the agenda and set mutual expectations. The coachee receives an intake package to be completed and returned to the coach.
- Typically we suggest that meetings occur more frequently in the beginning of the coaching relationship in order to build a trusting partnership and to define goals. As the coaching relationship progresses, meeting frequency decreases as determined by the coachee's needs.
- The coachee's manager becomes involved after the coach and coachee have met 2-3 times, worked out key objectives, areas of challenge and leadership goals. The coach submits discussion questions for review at this three-way meeting. This allows us to work with individual objectives in the context of corporate objectives and to obtain the manager's support of the coaching goals in a very tangible manner.
- After one month, the coach and the coachee complete an assessment of the coaching experience to ensure expectations are being met.
- After six months, we conduct a formal review of the coaching experience and of the outcomes with the sponsor, coachee and the coach.
- Shadow coaching is available to the coachee and is found to be of great benefit in evaluating personal behaviors that support or hinder the success of the coachee.