

# LEADERSHIP COACHING

An optional, post-program process

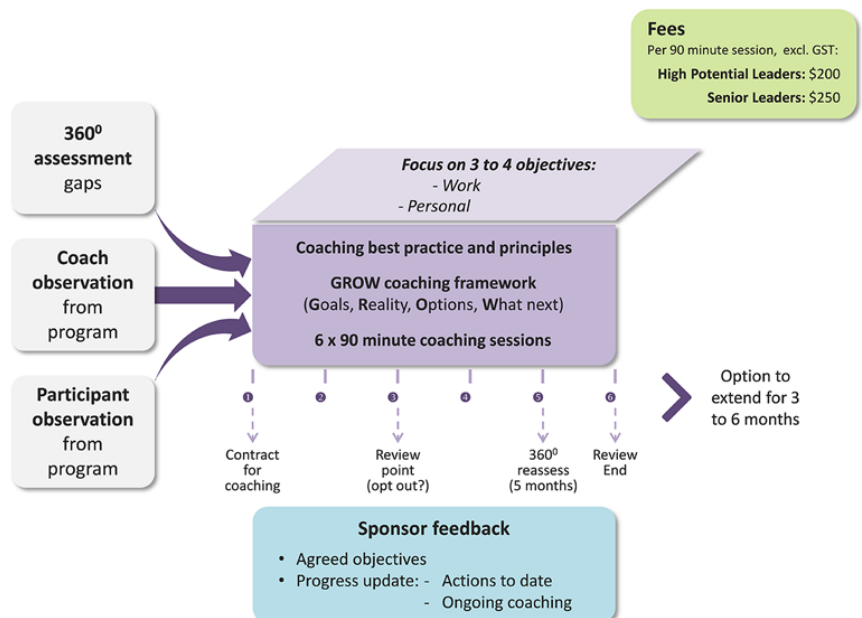


The Challenge to Lead offers participants the option of receiving individual coaching after their attendance to the program.

Coaching is considered a practice of vital importance in successful and progressive companies, as it is one of the most powerful people performance enhancing activities a Leader can adopt. In a study conducted by the American Institute for Corporate Productivity of over 1,000 executives and managers, it was found that the practice of coaching directly influenced greater levels of people performance.

## OUR COACHING PROCESS

Our post-program coaching process is an add-on option for both levels of The Challenge to Lead program and includes 6 sessions of 90 minutes each. The sessions are spread out over a 6 month period, with an opt-out point half way through at session 3.



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For the duration of the process, our experienced coaches apply the GROW coaching model – **Goals, Reality, Options, What Next** – which provides a simple yet powerful framework for navigating a route through coaching sessions to achieve desired outcomes:

## GOAL

Coach and coachee agree on specific goals, linked to longer term objectives. The topics chosen for discussion during each session are linked to desired outcomes to be achieved, and are managed within the bounds of session time limits.

## REALITY

Both coach and coachee invite self-assessment and offer specific examples to illustrate their points. They avoid, check or challenge assumptions to achieve the most accurate picture possible of the coachee's reality.

## OPTIONS

At this stage the coach draws out, without judgment and evaluation, a list of what the coachee thinks they can and should do. The coach elicits suggestions from the coachee by asking effective questions and guides him or her towards making the right choices.

## WHAT NEXT

At this final stage, the coach's intention is to gain commitment to action. Coach and coachee select the most appropriate options, define action plans, identify next steps, then commit to actions within a timeframe, and identify how to overcome obstacles.

