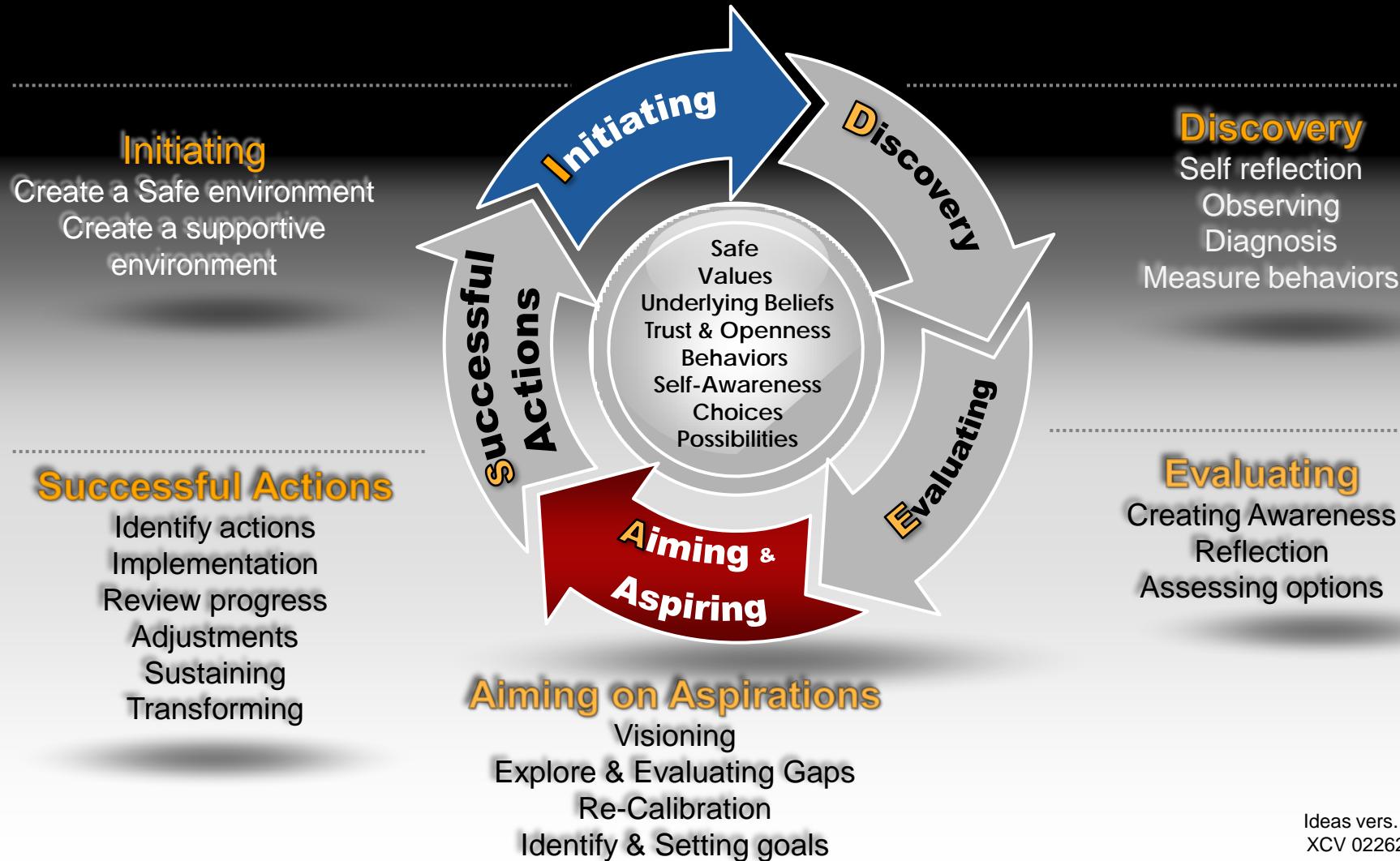


# I D E A S Coaching Model



Xextraordinary Coaching Victories  
Business and Executive Coaching



## Coaching Process

### Initiating

Create a Safe environment  
Create a supportive environment

### Discovery

Self reflection  
Observing  
Diagnosis  
Measure behaviors

### Evaluating

Creating Awareness  
Reflection  
Assessing options

### Aiming on Aspirations

Visioning  
Explore Gaps  
Evaluating Options  
Re-Calibration  
Identify goals  
Setting goals

### Successful Actions

Identify actions  
Implementation  
Review progress  
Adjustments  
Sustaining  
Transforming

## **IDEAS Coaching Model**

### Coach's Actions

Encourage openness  
Encourage trust  
Establish trust and intimacy

Asses & diagnosis of thought, beliefs, values, motivations, behaviors and emotions

Challenge limiting beliefs  
Manages emotions  
Understanding perceptions.

Select options  
Develop plan  
Engage and Evaluate  
Explore and set performance goals  
Understand the here and now  
Review standard

Developing new skills  
Manage Accountability  
Gets Commitment  
Take action & Tackle barriers  
Praise performance  
Encouragement  
Manage progress  
Acknowledge  
Provide Feedback

### Coach's Tools

Coaching agreement  
Ethical Guidelines review  
Coach Presence

Active listening  
Determine dreams & desires  
Active listening  
Limiting Beliefs, Fears  
Sabotage patterns  
Effective feedback

Powerful Questions  
Reframing  
Power Tools

Problem-solving techniques  
Power Tools  
Powerful Questions  
Reframing  
Acknowledgment

Problem-solving techniques  
Power Tools  
Powerful Questions  
Reframing  
Acknowledgement

### Outcomes

Trust and Openness  
Safe environment  
Builds Rapport

Discover Possibilities  
Alignment with values and principles  
Underlying Beliefs appear  
Behavioral Patterns surface

Self-Awareness  
Effective choices  
New thoughts and Behaviors  
Address specific gaps/needs

Establish focus  
Clear vision and purpose  
Create Options  
Define Strategy and Goals  
Raised expectations

Plan of Action  
Discipline  
Self responsibility  
Address specific gaps/needs  
Sustainment  
Improving results  
Achieve goals

### My Coaching Session Routine

1. Welcome to the session. Verify client's feelings and emotions (that could have an impact on today's session) 1-2 minutes
2. ME: focus the client to bring intentions, energy, consciousness to the moment, to now and here. 1 minute
3. Ask to share wins, self acknowledgments or challenges. What is new since previous session? 2-3 minutes
4. Ask to share progress on actions committed. Ask to share any learning from actions or from overall coaching process on successes or failures and new ways to see it. 2-3 minutes
5. Recording of progress discussed on point 4 and on any important learning. (This could be done by Coach or Client based on initial agreement). 2-3 minutes
6. Client to identify today's session focus and expected results from the session. 2-3 minutes.
7. Guide discussion on today's focus
8. Client to capture, next actions and commitment during today's session.
9. End of guided discussion. I will ask client to review next actions from session. check Client commitment and expected completion dates. Review if any support is needed.
10. Record agreements (by me or Client based on initial agreement)
11. Session conclusion: I will ask Client to share their feedback on session value, progress, learnings, new ideas, new thoughts or ideas.
12. I will share some short motivational story or inspirational quote relevant to session and on client's situation.
  
13. After today's session I need to communicate by e-mail summary of session and commitments for next session.
14. Send remainder of date and time for next session and clients commitments - 3 days earlier.