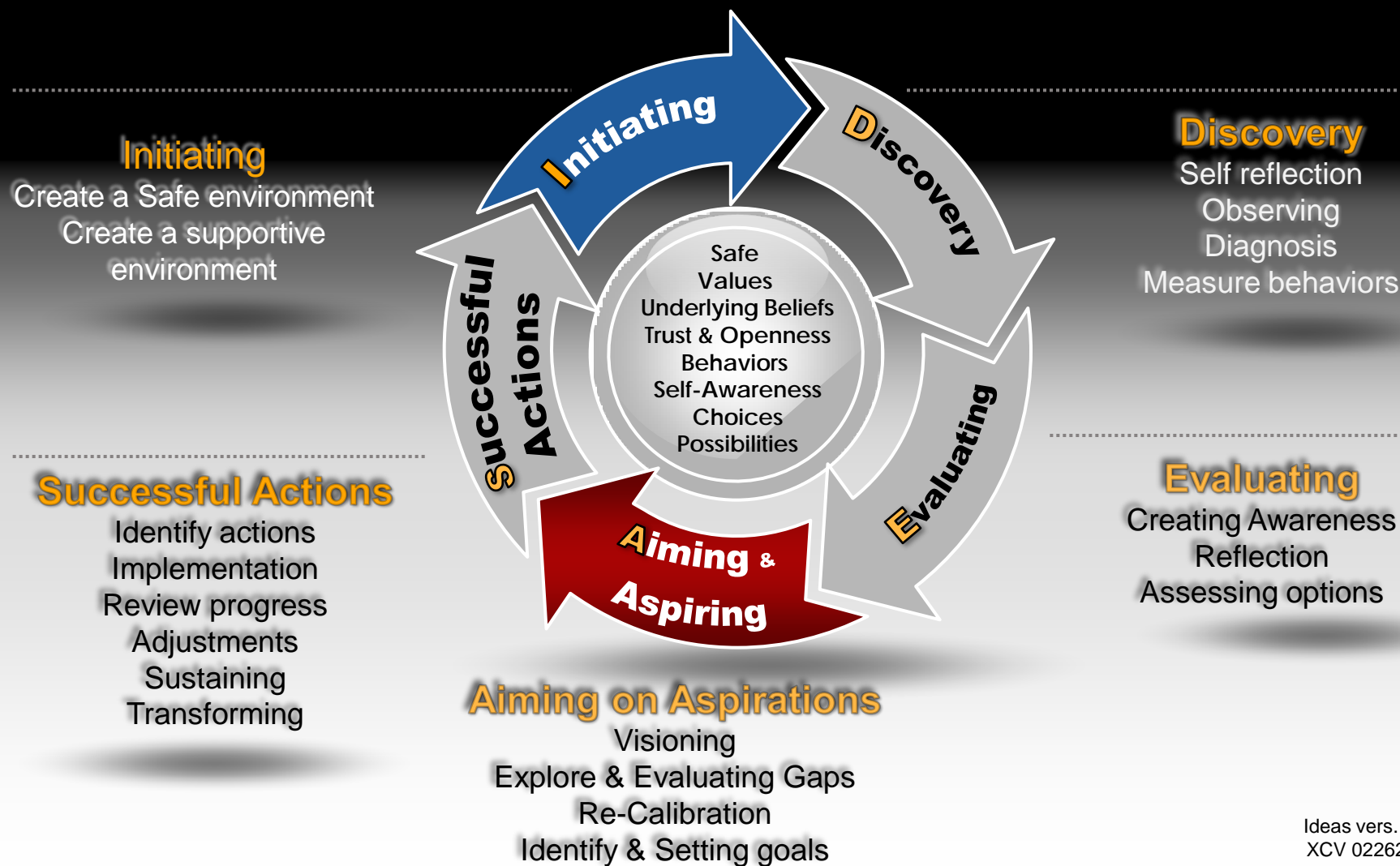


I D E A S Coaching Model



Xextraordinary Coaching Victories
Business and Executive Coaching



IDEAS Coaching Model

Coaching Process

Coach's Actions

Coach's Tools

Outcomes

Initiating

Create a Safe environment
Create a supportive environment

Encourage openness
Encourage trust
Establish trust and intimacy

Coaching agreement
Ethical Guidelines review
Coach Presence

Trust and Openness
Safe environment
Builds Rapport

Discovery

Self reflection
Observing
Diagnosis
Measure behaviors

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

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

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

Evaluating

Creating Awareness
Reflection
Assessing options

Challenge limiting beliefs
Manages emotions
Understanding perceptions.

Powerful Questions
Reframing
Power Tools

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

Aiming on Aspirations

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

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

Problem-solving techniques
Power Tools
Powerful Questions
Reframing
Acknowledgment

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

Successful Actions

Identify actions
Implementation
Review progress
Adjustments
Sustaining
Transforming

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

Problem-solving techniques
Power Tools
Powerful Questions
Reframing
Acknowledgement

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

MY COACHING SESSION'S ROUTINE

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.