

WHAT IS COACHING?



Understanding coaching

Coaching is a process that aims to unlock an individual's potential while focusing on the "here and now" rather than on the distant past or future. In coaching, fundamentally, the coach is helping the individual to improve their own performance by leveraging on their strengths: in other words, helping them to learn. A strong belief in coaching is that everyone is able to achieve their goals, but in a given context they may need external help to find the most appropriate answer for them.

In a safe, supportive environment producing ongoing mutual respect and trust and greater awareness, the coach supports the development of self-confidence and facilitates change and achievement of targeted goals.

The coach

- is not a therapist, but has a role of mirror and facilitator.
- is committed to ensuring integrity and ethical support.
- establishes trust and mutual respect first, which contributes to a safe and productive working environment.
- does not tell the client what they want to hear, but challenges their assumptions and helps identify their strengths and areas of improvement.
- is not a consultant or a teacher telling someone what to do; asks powerful questions for the client's maximum benefit helping them develop their solutions.
- is not a friend or a guide, listens with kindness and respect and supports the client in a journey towards autonomy and change.

The coachee

- is free to discuss freely, in a safe and supportive environment facilitating learning and action towards the targeted goals, while respecting their agenda.
- is committed in the coaching process and is fully accountable for the decisions and their final implementation.

Main principles

A coaching process has a beginning and an end. It is critical to establish ahead the objectives, by whom and how the results will be measured at the end of the process. This usually covers 8 to 10 months, depending on the objectives.

Contracts & Agreements

The objectives are set in a contract and shared with the company during a three-party meeting which is organized at the beginning of the coaching process with the sponsor in the company, typically the coachee's supervisor. However, the content of the sessions and, more specifically, the outcome of the tools that may be used during the coaching process remain strictly confidential.

Conduct of the process

In order to ensure the success and maintain a good pace of the process it is essential to find a good balance between the duration of the whole process and inter-session space, so that the coachee has a chance to implement the actions identified.

This is normally structured and scheduled ahead and consists of 8 to 10 sessions of 2 hours each, normally spaced 4-5 weeks apart.

At each session the progress made during the inter-session is evaluated and new actions to be implemented are agreed upon.

A three-party closing session is usually organized at the end of the process to measure the progress and the achievement of the objectives. This meeting is also intended to end the coaching itself.

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At Exelysio we strive to ensure that our clients are in the best conditions to seek their «excellence», dare to think outside the box and find the best solutions for them. We also practice team coaching on request of Management Committees and organisations when setting up of collective intelligence workshops is required or around a specific business project.

A few examples of coaching initiatives carried out by Exelysio

- Executive Coaching:
 - Increase impact and influencing abilities in a new management role.
 - Reinforce leadership and credibility as a manager of managers.
 - Prepare a new career step, move forward and start a new beginning.
 - Grow personal gravitas with operational managers and increase ability to embark them towards common goals.
- Team Coaching: develop the community of managers and instil a new dynamic around the corporate project, encourage cross-collaboration supporting the collective performance, foster peer learning and invest on collective intelligence...