

Coaching Process

Systematic Management Coaching

Dear client,

Below please find the basic structure and procedures for the systemic coaching process that you will bring to life with your individual topics and issues / concerns.

1. Contact

- Your expectations from the coaching process
- Responsibilities of the coach and the client

2. Contract

- Duration and length of your sessions
- Clarification of contractual obligations of the coach

3. Actual state

You address your topic and take notes to establish a baseline. In particular, exploring and establishing relations, correlations, and dependencies.

4. Target state

You write down your expectations from the coaching sessions and how achieving your goals will affect you.

5. Solution process

We will work on analyzing your motivation for change, which will enable you to derive specific steps towards your future. In this coaching phase we will address correlations, alternative behavioral and thought patterns, opportunities and risks of various possible solutions, and other relevant courses of action that could be important for your transformation. The actual implementation of your action steps begins once you feel that you have found the strategy that rings true for you, and you are ready to adjust your behavior to your newfound awareness.

6. Review and feedback

You will set an end date for your specific action steps. The current status, as well as the progress and the implementation of your individual actions steps, will be tracked regularly in our coaching sessions. In between sessions, we can also have mini-session on the phone or in person, if desired. You decide when you feel that you have reached your personal goals and would like to end the coaching program. Two to three months after the conclusion of the coaching program we will have a follow-up meeting to discuss the status quo of your achievements and to ensure the sustainability of your progress.