

Coaching & Mentoring Process

For sustained benefit, we recommend six to eight 1:1 coaching sessions across an 11-month period. All our development programs are tailored, based on client needs.

The example illustrated here is a sample only, providing a synopsis and guideline for coaching.

Participant Application

Depending on whether CoachStation has been engaged by an individual or employer, we conduct a meeting to understand the client needs, expected outcomes and reasons for seeking coaching and mentoring for development. We also ensure there is a match between the coach and coachee.

SESSION 1 | 1:1 Coaching/Mentoring

Information gathering – we: start to develop trust and the relationship; understand & delve; identify possible goals; context and history; existing environment; and level of self-awareness. Coaching process and expectations are discussed and clarity verified.

SESSION 3 | 1:1 Coaching/Mentoring

Reinforcement and honest self-assessment. We focus on Personal Values and Strengths, improving both self and 'other' awareness. We look at evidence of improvement and reflecting on goal achievement; what is working; and, areas for improvement.

SESSION 5 | 1:1 Coaching/Mentoring

Trust leads to honest self-assessment and discussion by now. Momentum and progress are now tangible. Self-esteem and confidence have improved through feeling and seeing growth. We begin to consider goals for the mid-term beyond the program.

SESSION 7 & 8 | 1:1 Coaching/Mentoring

With a 2 to 3-month gap between sessions, there has been substantial opportunity for reinforcing and applying the learning and actions. Progress is confirmed and we commit to post-coaching goals and actions.

Interviews & Pre-Work

Conditional on the style of engagement, we can meet with the employer, immediate leader or similar relevant people to gather information, background and context. We contact each participant/coachee providing details and context.

SESSION 2 | 1:1 Coaching/Mentoring

Information and insights; what would success look like? Goals and actions are reconfirmed and agreed. We discuss preferred styles of learning and work further on self-awareness. Personal and professional traits and attributes are identified, and actions agreed for next month.

SESSION 4 | 1:1 Coaching/Mentoring

Situational learning review and behavioural change - the coachee begins to see and feel success in action by this point. Confidence, skill and capabilities are improved through practice between sessions.

SESSION 6 | 1:1 Coaching/Mentoring

Where applicable, we re-focus attention to influencing people and greater awareness of others. Elements of leadership; both strengths and ongoing development areas when working with teams and others is the emphasis.

Wrap-up and Summary

With the organisation and coachee, we set goals for next period to focus on sustained improvement. Discuss benefits and potential ongoing support.

