

Your Solution For:



Leader Development



Supervisor Skills



Professional Development



High-Potential Development



Time Commitment:

Varied. Coaching engagements can range from 3 months-12 months of coaching over multiple sessions .

Coaching engagements are determined with the coach based on the leader's goals and the organization's goals.

Cost: \$0

How to Get Started



Contact your **HR Business Partner** to find out more

EXECUTIVE & LEADERSHIP COACHING



What is Coaching?

"Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential" (International Coach Federation (ICF)). The focus of coaching is on setting goals, creating outcomes, and managing personal change.

Coaching is **client-driven**. You are the expert on your situation and conversations center around your goals. Coaching isn't consulting, therapy, or mentoring.

Benefits of Working With a Coach

- Enhance individual and/or teamwork performance
- Improved communication skills
- Increased productivity
- Improve goal-setting and achievement
- Increase self-esteem/self-confidence
- Manage work/life balance

BHR's leadership coach is an Associate Certified Coach (ACC) with the International Coach Federation. She has over 128 hours of coaching experience and 125 hours of coach-specific training. She coaches in accordance with the ICF's competency standards and code of ethics.

What is coaching?

Professional coaching focuses on setting goals, creating outcomes and managing personal change. Other service professions, like consulting and psychotherapy, are based on the wisdom and expertise of the professional. In coaching you—the client—are the expert. Your coach's role is to ask powerful questions, act as a sounding board, provide objective assessment and observations, listen fully and actively, challenge your blind spots, and foster shifts in thinking that reveal fresh perspectives.

What are examples of goals I'd address with a coach?

Is there an upcoming opportunity or challenge that you want to leverage?
Do you feel "stuck" on the path to achieving your goals?
These are two excellent examples of topics to bring to a coaching conversation.

Other common reasons for partnering with a coach include:

- Optimizing work performance**
- Expanding career opportunities**
- Increasing self-esteem/self-confidence**
- Maximizing potential**
- Defining strengths and weaknesses**
- Improving business management strategies**
- Managing work/life balance**

What's my role?

The most successful coaching partnerships begin with a client who has a clear idea of what they want to accomplish and is open to collaboration and new perspectives.

As a coaching client, your role is to:

- Create the coaching agenda based on personally meaningful goals**
- Assume full responsibility for your own decisions and actions**
- Use the coaching process to promote possibility thinking and fresh perspectives**
- Engage big-picture thinking and problem-solving skills**
- Take the tools, concepts, models and principles provided by your coach and engage in effective forward actions**

The International Coach Federation (ICF) is dedicated to advancing the coaching profession by setting high ethical standards, providing independent certification and building a worldwide network of credentialed coaches across a variety of coaching disciplines. ICF is active in representing all facets of the coaching industry, including Executive, Life Vision and Enhancement, Leadership, Relationship, and Career Coaching. Its 31,000-plus members located in more than 140 countries work toward the common goal of enhancing awareness of coaching, upholding the integrity of the profession, and continually educating themselves with the newest research and practices.



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