



What is Management Coaching?

Management coaching is a solution-focused process that uses questions techniques, and tools to challenge assumptions, explore new ways of thinking, and achieve professional and personal growth.

Coaching enables high performing and high potential practice leaders to:

- Clarify and achieve goals.
- Imagine problem solving and practice growth strategies from new perspectives.
- Improve delegation and prioritization and turn overwhelm into a manageable list.
- Lead the practice with increased confidence.
- Resolve conflict and build an effective team.
- Improve implementation, project management, and business acumen.
- Strengthen interpersonal communication with bosses and employees.

Principles of coaching:

- Starts in the present and doesn't rehash the past
- Assumes there is nothing "wrong" with the client
- Not disciplinary counseling or psychological counseling
- Not an "expert" model process like consulting or training
- The coachee is responsible and accountable for their own action or inaction
- Coaches do not judge or give advice - they use questions and techniques to draw out and frame solutions from the coachee

How the coaching process works:

- Coaching sessions are usually 60-minutes and held by phone
- Each session ends with an action plan that includes SMARTT goals (Specific, Measurable, Achievable, Realistic, Timely, and Tangible).
- Sessions are typically scheduled every other week so there is time to complete actions, finish assigned readings, or integrate learnings
- Emails and texts in between sessions are usually included in the fee
- Most coaching is sold in a package - for example 4, 6, 8 or more sessions for a set fee.

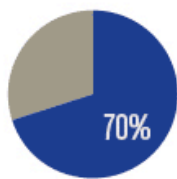


Positive Outcomes of Coaching

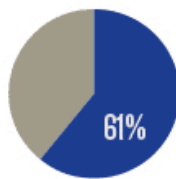
Data from the International Coach Federation indicate that **86% of companies who offer coaching to their managers and leaders report a positive return on investment.**

Increased Productivity

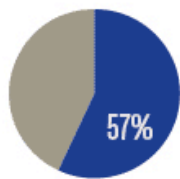
Professional coaching maximizes potential and, therefore, unlocks latent sources of productivity.



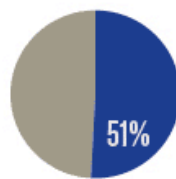
Improved
Work
Performance



Improved
Business
Management



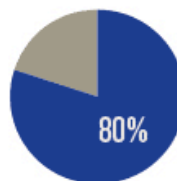
Improved
Time
Management



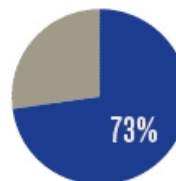
Improved
Team
Effectiveness

Positive People

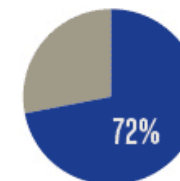
Building the self-confidence of employees to face challenges is critical in meeting organizational demands.



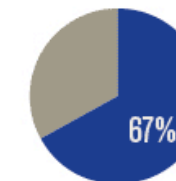
Improved
Self-
Confidence



Improved
Relationships



Improved
Communication
Skills



Improved
Life/Work
Balance