|  |
| --- |
| **LEVINE STRATEGIES Six Month Program (Winter 2018)** |
| Coaching Element (CAAACS) | Session # | Coaching Objective(s) for session | Key Issues and Questions | Resources/Diagnostics |
| **Connection:** Developing rapport and the coaching alliance | **1** | Review coaching agreement and confidentiality policy.Intake interview to identify potential areas of attention. | * What’s going on?
* What makes you want coaching now?
* How do you want to be coached?
 | Client QuestionnaireValues Exercise. |
| **Assessment**:Uncovering the current challenge, strengths, values, goals and areas for development | **2** | Review client questionnaire and values exercise. Identify client’s preliminary coaching objectives. | Coach “the who” and “the what.”* What issues surfaced when you filled out the questionnaire?
* Why is this important to you?
* Where do you want to be in six months? A year? Five years?
 | MBTI Profile“Who am I?”  |
| **Articulation:** Visioning, exploring, "going deeper", and incorporating strengths into the coaching conversation | **3** | Review MBTI profile.Identify key strengths and areas for development.Define and secure commitment to client’s coaching objectives. | * What do you enjoy doing?
* What are you good at?
* How would others describe your strengths?
* What achievements are you most proud of? Why?
* What are your challenges?
* What areas do you want to work on?
* Why is this important to you?
* Peak performance questions
* Scaling questions – where are you now v. where do you want to be?
 | MBTILeading with Emotional IntelligenceAppreciative Inquiry approaches |
| **Action**: Converting visions and dreams into challenging and attainable goals**Commitment:** Following through on action plans and development goals**Support**: Providing encouragement and identifying resources to help clients achieve breakthrough performance and reach developmental milestones |    **4 - 6** | Focused work on client’s coaching objectives.Provide notes for each session, including homework assignments.Listen with empathy, cheerlead and reinforce positive movement. Be present. Be available for On- the-Spot consultation.Identify and applaud moments of insight. | Potential areas for attention:* Career development/transition
* Networking
* Leadership skillbuilding
* Organizational Culture
* Strategic Appreciation
* Change Management
* Emotional Intelligence
* Active Listening
* Conflict Resolution/Critical conversations
* Public Speaking
* Strategic Planning
* Managing Diversity
* Mentoring and Being Mentored

(Peer Mentoring)* Work-Life Balance
* Stress Reduction/Mindfulness
 | * For Your Improvement
* Homework assignments
* Selected readings
* Websites
* Exercises
 |

**CONFIDENTIAL AND PROPIETARY TO LEVINE STRATEGIES**