

Coaching Style and Outcomes

Our approach to coaching is both **creative** and **practical** and is the practice of **facilitating, inspiring and stretching** individuals and teams in their **growth** and **performance**.

Each word in this definition is a key word:

- **Creative** – the coaching relationship is a partnership where the coach intuitively engages with each interaction in the moment.
- **Practical** – the process is fluid yet the intention is one of seeking outcomes and performance that is relevant.
- **Facilitating** – the style of interaction is one of discovery and inward learning with individuals being encouraged to find the answers to the questions at hand.
- **Inspiring** – the intention is about meaningful work.
- **Stretching** – the intention is to unblock perceived limits.
- **Growth** – Growth is both professional and personal.
- **Performance** – Performance becomes effective and sustainable.

Outcomes

Effective coaching in the workplace supports **engagement, meaning** and **achievement** from which both the individual, the team and the organisation benefit.

What can be expected from **INDIVIDUAL** coaching -

- Effectiveness, creativity and innovation as individuals are challenged and inspired to grow.
- Practical application of learning insights in day to day situations in a way that results are delivered.
- Exploration and alignment of the 'True You' and 'Professional You' which inspires sustainable effectiveness.
- A sense of authenticity and personal integrity which grows self esteem and intrinsic motivation.
- An increased capacity to facilitate growth in others.

What can be expected from **TEAM** coaching -

- A sense of unity and alignment to a common goal - a shared "why we are in this together" and "how" what we do together makes a difference.
- A shift in perspective so that individuals see each other as equal participants in a common cause.
- The ability to let go of old patterns of thinking and doing that keep them stuck in patterns of interacting that don't serve the team's objectives.
- A foundation of trust and openness that builds a dynamic team where individuals support each other.

