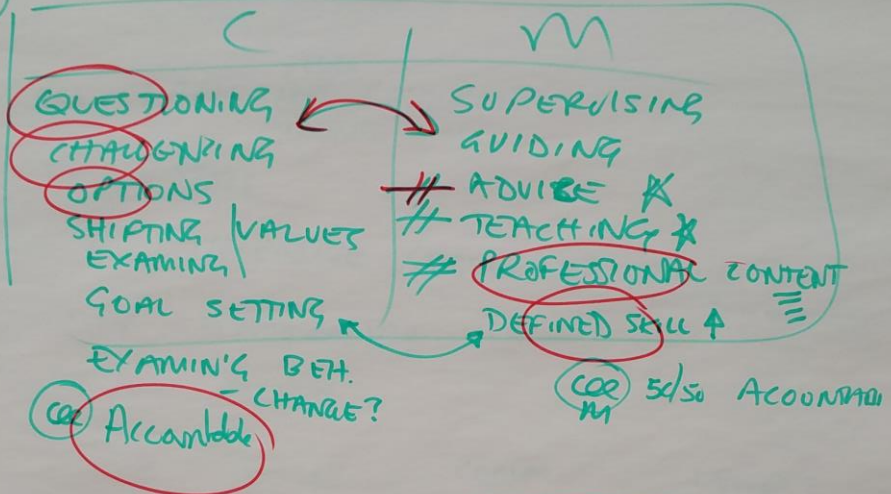


3000/12

375 WORDS

1.1



METHODS

- 1-1
- GROUP
- F2F
- SOC. MED

80/20 PARETO PRINCIPLE

- 70/30
- 60/40 - ADUCE
- 50/50 1 - TEACH

1.2 BARRIERS

- ORG . LACK ^{PEOPLE} HR RESOURCES
 TRAINED C-M
- OP . TIME
- I . INCENTIVE / PERCEIVED VALUE? → BUSINESS
- ORG/OP . GEOGRAPHY
- I/ORG . MONEY -
- I . SKILLS — COMM LISTEN FOR TO FROM
- I . COMMITMENT
- ORG/I . UNDERSTANDING / DEFINITION

STRATEGY

OVERCOMING 3x BARRIERS
 ALLOCATION NGMT 15 hrs - DELEGATION BAU
 BOOKING ALL DATES DIARY
 - F2F / Ⓢ = SAVE ^{TRAVELING} TIME

1.3

BENEFITS

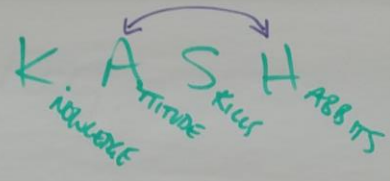
- PRODUCTIVE ↑ — FAST DECISION EFFECTIVE — BETTER COST SUCE
- FUTURE LEADERS ↑ — SUCCESSION PLAN'G — RECR. RETENTION — COST S&A COST
- BEHAVIOUR CHANGE
- PERS. DEV. — SKILL ↑
 - CONFIDENCE ↑
 - INTER-PERSONAL SKILLS
 - GOAL SETTING
- WELL BEING — ↓ STRESS
 - ↑ ORGANISED
 - ↑ SKILL PLAN'G
 - ↑ PRIORITISING

4.2 - EVALUATE ↑

- CONTEXT ORG. MODEL
 - PROCESS COACHING
 - WHEN IS SUCCESS EVIDENT
 - CRITERIA FOR SUCCESS

13 (KINDLE)

2.1

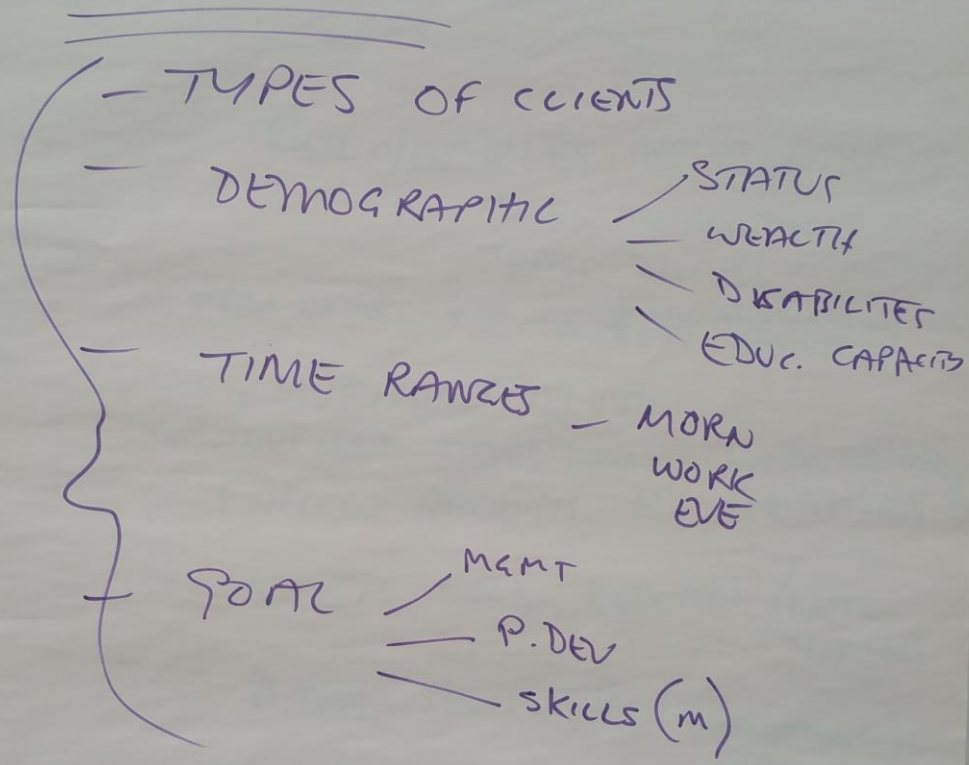


DO YOU P-SMART

EFFECTIVE COACH/M ?

S - LISTENING	.....
K/S - QUESTION	.....
A/S - RAPPORT - FIND/PERCE COMMONALITIES	.....
S/H - NONJUDGEMENTAL	.....
S - PLANNER	.....
A - MOTIVATED	.....
A - INTERESTED IN (ee)	.....
S - GIVE FEEDBACK	.....
S - RECEIVE	.....
A/S/H - FLEXIBLE	.....
K/A/S REFLECTIVE	.....
A - ETHICS / MORALS	.....
K/A/S SENSITIVE TO PRIVACY / DIGNITY	.....
K/S EMOTIONAL INTELLIGENCE	.....
MARKETING/SELL	.....

② LOG.



ASSIGN 1

2.3

Responsibilities ? of Coach

- BOUNDARIES OF "CONTRACT"

- TIMES TO CONTACT

- TOPICS DISCUSS

- CAN EXPECT ME TO ^{LOOK FOR YOUR ACHIEVING} BEST INTERESTS

POW CONFIDENTIALITY

- DEFINED CLEAR PROCESS WORKING TOGETHER

- FOLLOW THROUGH MY PROMISES

POW KEEP GOOD RECORDS / NOTE TAKING

POW DATA PROTECTION (STRATEGY STATEMENT)

VAL OPEN / HONEST / FEEDBACK ^{CHALLENGE} TO / RECEIVE GIVE

VAL RESPECT

- SIGN POST / DIRECT YOU TO APPROPRIATE ^{LEARNING} RESOURCES

CONTRACT

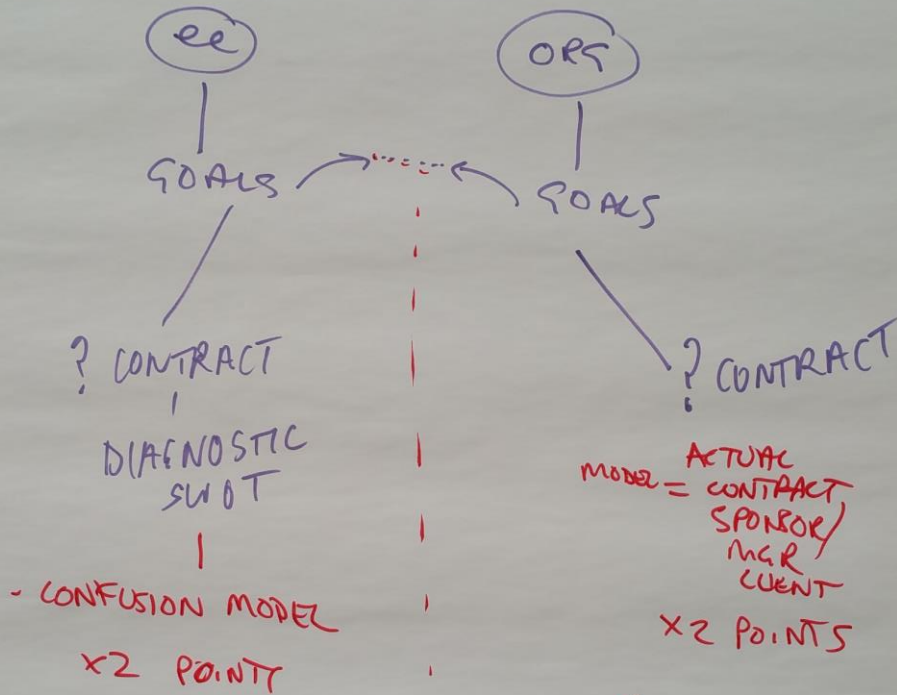
Purpose?

- ID GOALS
- SET BOUNDARIES
IS / IS NOT COVERED
- EXPECTATIONS
YOU / ME
- METHODS CONTACT / AVAILABILITY
- TIME-FRAME
- DEFINE LINKS WITH ORG GOALS
- PRECISE (IF POSSIBLE)
CRITERIA FOR SUCCESS
PRECISE OUTCOMES
- DEMONSTRATE RESPECT / PROFESSIONALISM.
- BENCHMARK TO MEASURE GOALS
↳ TO EVALUATE PROCESS / PERFORMANCE
- SECURES TWO-WAY COMMITMENT
- ~~BE~~ USEFUL FOR I.D. PATTERNS

WHY COACH NEED SUPPORT?

- UNKNOWN EXPECTATIONS OF OTHER
i.e. What to do.
- EXT. INTERPRET $\frac{ee}{mgr}$ REACTIONS
- TOPICS EMOTIONALLY AFFECTING.
- ADVICE AROUND APPROPRIATE BOUNDARIES
CHECK / EXAMINE
PAST / PRESENT OPTIONS
- ISOLATED ROLE DUE 1-1 NATURE
- PERCEPTUAL POSITIONS 1, 2, 3^d, 4th

4.1 "INTEGRATED"



ACTION
DEVELOP SKILL OF ee
TO 'ASK' EFFECTIVELY
for what they need.

CLIENT

1) NEEDS &

↳ DIAGNOSTICS - P. PROFILE
- BELBIN / KICMITH THOMAS INT.

2.) COACHING PROCESS FEEDBACK
END OF COMPLETE PROGRAMME
Review on YOU!

SUPERVISION

↳ TO YOU & RICHARD

ASSIGN 3

DIARY

BOOK OF

CLIENT HOURS / DISCUSSIONS
REFLECTIONS
PROGRESS OF YOUR
CLIENT

LIST OF DATES / HOURS (ASS. 2)