

COACHING FAQ'S

What is a Personal Life Coach?

As a Personal Life Coach, I am qualified to support, encourage, challenge and motivate you to achieve your goals. I am a good active listener that can pick up from your voice what you are really thinking and will facilitate you to take actions to move yourself towards your goals. I will celebrate your successes, help you discover how to overcome obstacles, identify your strengths and weaknesses, and enable you to move forward at a far greater pace than you could achieve on your own, with the ultimate aim of you achieving your goals and discovering a much happier life.

How does Personal Life Coaching work?

As a Personal Life Coach, I work on what you want to achieve and help get you there faster. We go through life constantly busy 'doing things', but very rarely do we stop and consider our future, and where we want to be. By using a Life Coach, you are able to do just that, with the aid of a coach who is 100% dedicated to you and your future. I will listen, encourage, support and motivate you. As a Life Coach, I am able to keep you focussed and, through my experience and expertise, you will be able to identify options that are available to you, that you may otherwise not have ever considered.

What sorts of people have a Personal Life Coach?

From my experience every type of individual will come to me for coaching. The only common traits these people have in common is the desire to change some part of their life, so they are happier, and the realisation that they will stay focussed and get there quicker with the support of a coach.

What happens during a coaching session?

During each session we will recap on the actions set and achieved from the last session and look at general progress and successes. We will then set a 'session goal' to clearly set out what you want to achieve by the end of the day's session. We then explore where you are at the moment with that particular goal; what you have tried; what has worked and any obstacles or challenges you have come across along the way. We then explore all the possible options in achieving that goal, using lots of techniques to extract options that you have never thought of before. Lastly and most importantly we look at what actions you want to set yourself from the list of options to achieve that session's goal.

How long are the coaching sessions?

Coaching sessions take approximately 50-60 minutes. These sessions can be weekly, fortnightly or monthly, whatever suits your life and the speed at which you can take actions to achieve your goals.

How many Life or Career Coaching sessions will I need?

This depends on what you want to achieve with your coaching. Most people come to a Personal Coach with a life changing goal in mind. In order to achieve this, we breakdown to smaller goals, that needs to be achieved each session, to move you closer to your overall goal. For some people, this may take as little as 6 sessions and for others it will be more, which typically depends on the ambition of the goal you have set. In other words, it is a very personal decision based on your individual goal.

Where does the coaching take place?

In the majority of cases the coaching will take place over the phone, with the client phoning the coach. This has proven to be the most convenient way for individuals to fit coaching into their busy lives. Other than the phone, you will need a quiet room with no distractions where you can totally focus on the conversation. Face-to-face coaching is available, if they prefer this option in the same city.

How much does it cost?

Coaching costs about the same amount of money as seeing any health professional or paying for services of a premium gym instructor. For the life changing experiences that you desire and for more information on packages and pricing, please contact via email or phone.

What will I have to do?

To get the best from Life or Career Coaching, you need have a positive attitude towards the achievement of your goal. You need to be totally open, trusting and honest within the co-creative coaching relationship. You need to have the time and commitment to complete the actions that you will set yourself at the end of each session. These actions are what will move you closer to your overall goal. Ultimately your level of commitment will directly influence the speed and extent to which your goals will be realised. To help you with all of this, the coach provides boundless motivation, support and encouragement within a confidential and non-judgemental environment.

What are the benefits of Personal Life Coaching?

The benefits of Life Coaching are having someone that is solely dedicated to you and the achievement of your goals. They are non-judgemental, supportive, encouraging and motivating just when you need it. They keep you focussed on where you want to be and moving forward in the right direction. They will enable you to get to where you want to be in life, much faster than you could on your own.

How is Personal Life Coaching different from counselling?

In a typical counselling session, you deal with emotions and issues from the past that affects the present, but a coaching relationship is focussed on the future and deals with optimising the opportunities in your life for you to ultimately achieve greater happiness.

What is a Career Coach?

A Career Coach does exactly what a Personal Life Coach does, but the focus is emphasised on your career and your goals will be career focussed. As a Career Transitions coach, I help young working professionals to clarify the work they want to do by suggesting satisfying roles that's fulfilling and motivating. My coaching is designed to help individuals make enlightened career choices.

My specialty is to design an action plan that helps them find their true potential by creating a true coherent career story that offers the right balance of personal satisfaction, financial compensation, creative challenge, and time flexibility so you can enjoy your life.

How is Personal Life Coaching different from Career Coaching?

The tools and techniques of the coach are exactly the same for Life Coaching as they are for Career Coaching although certain tools are designed to seek answers related to your career.

The main difference is that with Life Coaching you will be focusing on any part of your life or other areas which you want to improve, whereas with Career Coaching (as the name suggests) it focuses directly on your career. In practise, our careers have a major impact on most areas of our lives - choosing a Personal Life Coach who also specialises in Career Coaching, has a major advantage for those looking at any goals.

What is Executive Coaching?

Executive coaching is an experiential and individualized leader development process that builds a leader's capability to achieve short and long-term organizational goals. It is conducted through one-on-one and/or group interactions, driven by data from multiple perspectives, and based on mutual trust and respect. The organization, an executive, and the executive coach work in partnership to achieve maximum impact.

As an Executive Coach, I engage in dialogue with the clients, and then assist the client to customize a solution that works for a unique problem. Often there are no easy answers, but the coach's value plays a key role in supporting the decision making process for clients.

I work on a plan of forward movement by helping clients overcome identified and unidentified obstacles during the journey to achieving the ultimate goal.

As an Executive coach, I help integrate the development needs of both the organization and the individual executive. Through my ability to understand and manage the needs and goals of the organization and the executive, requires high degree of acclimatization to organizational dynamics

with an ability to balance the needs for confidentiality and transparency as the coaching assignment progresses.

Where does Executive Coaching apply?

Executive coaching may be appropriate for individuals or teams, including some of the more common interventions:

- Assimilation coaching for newly promoted or appointed senior managers.
- Performance coaching for individuals and teams who may not be achieving anticipated results.
- Career coaching for people deemed to have the potential; to progress to the highest levels in the organization.
- Providing line managers with coaching skills to enhance their capability.

The first 100 days in a new role is often seen as a make or break phase and many organizations now see the coach as intrinsic to the success of the process. The presence of a discussion partner with whom to explore how things are going – or anything else for that matter – has clearly made a difference for many senior executives.

Given the significant financial outlay that generally occurs in searching the external market for new talent or even benchmarking internal contenders against the outside world, the cost of failure is high all round. No one disputes the pressures of a new high profile role.

A coach also serves as a confidant, as a "sounding board" outside of the organization. His listening ear provides a safe way for executives and entrepreneurs to voice their frustrations, explore their options, and talk through new courses of action.

How does Executive Coaching help?

Executive coaching equips you to deal more confidently and competently with critical near-term issues. They help you with perfect leadership and management skills that have lasting, immediate impact. Coaching frequently focuses on needs identified in a 360-degree review conducted by the coach, your company, or an external consultant.

An Executive coach provides client's the inspiration, encouragement, and motivation. They prod you to stay on track with your most vital priorities and objectives. Executive coaching centres on outcomes that can be attained in a relatively short period (usually three to six months). As you achieve those outcomes, you may choose to extend the coaching relationship by identifying other areas where executive coaching would benefit you.

With its focus on discrete, near-term goals, executive coaching is structured to achieve optimal results in a minimum amount of time. Coaching sessions (by phone or in person) occur weekly or bi-weekly, typically lasting from 60 to 90 minutes. More intensive schedules can also be accommodated, including two and three hour sessions or day-long "shadowing" by a coach.

How is Executive Coaching done?

Coaching follows a variety of patterns. Some coaching is face to face. Other coaching is by phone, video conference, or email. Many coaching relationships are a balance of both. Whatever the format, successful coaching calls for extended conversation (typically for 60 to 90 minutes), usually at least twice a month and often weekly.

Should you want more intensive coaching, two and three hour sessions can be arranged. I can also provide half-day or full-day " shadowing's" in which I am with you as an observer in all your interactions. This allows me to make job-specific recommendations on ways to improve your communication, management, and work habits.

Who is a candidate for Executive Coaching?

Coaching is about change. So the short answer is, coaching is for people who are ready for change — whether a change in effectiveness, a change in their quality of life, or a change in direction for their organization. Coaching is for men and women who are outcome-oriented and who are ready to accept full responsibility for effecting the outcomes they desire.

I specialize in coaching young successful working professionals, top-level executives, and entrepreneurs, any high potential manager or executive identified by the organization, or leaders who are part of the succession plan irrespective of whatever the stage of his or her career, and can profit from having a coach.

Is there any evidence that Executive Coaching works?

A study of coaching in Fortune 1000 companies asked 100 executives to assess the impact of the coaching that they had received. Here are some of their responses, along with the percentage reporting specific benefits:

Improved Working Relationships

- with direct reports (78%)
- with immediate supervisors (71%)
- with peers (63%)
- with clients (37%)

Benefits to the Company

- More effective teamwork (67%)
- Improved productivity (53%)
- Reduced conflict (52%)
- Quality enhancement (48%)
- Reduced customer complaints (34%)

How do I determine you are the right coach for me?

Perhaps the most important quality you look for in a your potential coach is that he or she is someone you feel absolutely comfortable with. Someone with whom you have "good chemistry."

Remember, you are going to be in many a candid and confidential conversation with your coach. You need someone with whom you are instantly and constantly at ease.

On the other hand, there are people with whom you might have "good chemistry" who are not equipped to be good coaches. You also need someone who understands the subtleties of human and organizational behaviour. Someone who does not hesitate to "hold your feet to the fire" when you need to stay on track. Someone who is not afraid to be honest and frank with you, even when you resist such candour. And you especially need someone who asks insightful, provocative questions.

As your coach, I will should be stretching you in almost every session. While it's important to be at ease with a coach, you don't want a coach who makes you comfortable. The purpose for having a coach is to grow, and you never grow while being made comfortable.

How long does an Executive Coaching relationship last?

There is no set answer to that question, since coaching is tailor-made to each person's needs. Many people retain a coach for a short duration (perhaps three to six months) to work on a specific, limited challenge. Most of our coaching engagements are six to nine months long. Some clients, however, partner with a coach for years, perhaps to work through a variety of issues or to complete a protracted initiative.

Whether the scope of issues is limited or extensive, the goal of coaching is to move forward expeditiously. A good coach will prod you constantly to optimize your performance. That's one reason coaching is so effective. And once people experience that effectiveness, they often make an extended commitment to coaching.

How much does an Executive Coaching cost?

Fees for coaching are variable based on a variety of factors, including:

- The frequency of your coaching.
- The length of your coaching sessions.
- Whether sessions are in person, by phone, or email
- Whether the coaching is part of a larger consulting contract
- Whether I am coaching several people during a single visit to a location.

In general, coaching for mid-level executives is comparable to the investment you make for quality legal counsel. Many coaches charge an hourly fee, and we will do so as well if corporate policy or other considerations dictate it.

My preference, however, is to set a negotiated flat fee for the term of the coaching engagement. This way you know the total cost of your coaching up front, before we begin. For this fee, you are entitled to my services as often as necessary to achieve your coaching goals, including phone and email contacts between sessions.

Most of our engagements are paid for by the client's company. Where the client is personally paying for our services, I offer a discounted rate.

I also provide discounts to companies who contract with me to provide coaching for two or more people.

How are Coaching fees paid?

Fees can be paid either by the individual or by his or her company. Unless we have agreed to some other arrangement, I normally expect payment in advance for each month's coaching when fees are charged by the hour. Your payment entitles you to contact me between sessions (by email or phone) for help with specific issues. There is no extra charge for this service.

When a flat fee is charged for coaching, I typically ask for 30% of the fee as an initial retainer. Then, we bill another 40% at the mid-point of the engagement and the final 30% at the end of the engagement.