

LEADERSHIP COACHING MODEL *Coaching for Sustained Desired Change*

With our leadership coaching model, we help individuals align their behaviors with their personal aspirations, life philosophy and motives. Organizations see benefits through improved individual performance and career path alignment. The model is designed to achieve sustained, desired change by coaching with compassion and mindfulness. It requires commitment and the timeline is based on the level of support for the change. All coaching sessions are confidential though the individual may be asked to share his or her learning agenda with trusted advisors at the organization. Throughout the coaching experience, the focus will remain on sustainability.

“Our noble purpose in life, our dreams and images of a desired future, our passion, our calling....It is supported by our belief that we can actually have an impact on our lives and the world around us.”

McKee, Boyatzis, & Johnston, 2008. *Becoming a Resonant Leader*, Harvard Business School Press, p. 72



Activities for **SESSION 1** include:

- Discussing background, including work and personal history
- Reviewing the process and expectations
- Gaining commitment for a sustained, desired change

Activities for **SESSION 2** include:

- Determining aspirations, life philosophy and motives
- Defining a clear vision for future state
- Creating a platform of positive imaging and visioning

Activities for **SESSION 3** include:

- Developing an accurate self-knowledge about one's competence
- Reviewing feedback from others to create a full competence assessment
- Analyzing information to create a complete picture of one's real self

Activities for **SESSION 4** include:

- Defining the strengths and gaps from ideal and real self
- Creating a learning agenda that builds on strengths and learning style
- Developing action plans that fit into life and work

Activities for **SESSION 5** include:

- Reviewing progress on learning agenda experimentation
- Revisiting alignment with ideal self and promoting positive experiences
- Determining needs for calibration and correction

Activities for **SESSION 6** include:

- Developing resonant relationships to support desired change
- Discussing strategies to improve the quality of developmental relationships
- Creating plan for progress updates

Based on Intentional Change Theory as researched by the faculty of Case Western Reserve University.