COACHING

There is a world of possibilities, finding the right one is the question.

HAT IS COACHING?

oaching is partnering with the coachee a thought-provoking and creative ocess that inspires the coachee to aximise their personal and professional otential.

rofessional coaches provide an ongoing artnership designed to help the coachee produce fulfilling results in their ersonal and professional lives. Coaches' elp people improve their performances nd enhance the quality of their lives.

oaches are trained to listen, to observe nd to customise their approach to dividual needs. They seek to elicit olutions and strategies from the oachee; they believe the coachee is aturally creative and resourceful. The oach's job is to provide support to nhance the skills, resources, and eativity that the coachee already has.

HY COACHING?

rganisations ask coaches to:

- Help achievers to get to the next level
- Facilitate greater work-life balance
- Improve an individual's leadership skills
- Reward high performing staff
- Deal with pressure after a merger, down-sizing or reorganisation
- Improve performance
- Deal with under-performers
- Help a team to achieve goals
- Help an employee to find his career elsewhere.

BENEFITS OF COACHING?

- It improves individual performance
- Better bottom line results
- Increases the profit
- Increases competitiveness
- Development of people to the next level
- Confidence raising and personal empowerment
- Improve relationships between staff
- Staff retention

OUR PRINCIPLES

In the coaching sessions we give the coachee understanding of their ambitions, possibilities and qualities. In cooperation with the client and employee we set up a personal coaching guidance. Our coaching sessions are based upon five fundamental principles;

Self-directing learning; the person being coached is the expert in their career and life. We support the person to pursue their own answers. The coach does not provide the answer but helps the client to find it him or herself.

Solution focused; we focus on solutions for the future and do not look back on what went wrong in the past. Main questions are: Where are you now? Where do you want to be? And how can you get there?

Positive feedback; we encourage the person to pursue their beliefs in a way that they can move forward. We do not criticize the client because that shrinks their confidence and stops them taking action.

Systematic approach to delivering behavioural change; real change takes time, commitment and focus. Only a step-by-step approach gives success.

Stretch; in coaching we challenge the client to do the best they can. Too much stretch causes stress, too little boredom. So in cooperation with the client we try to determine which stretch is realistic yet challenges them. We focus on empowering the client to find their own answers by using different approaches and challenging them to do the best they can.

NOMINEES

We provide coaching for different levels in the organisation and for different goals:

- Executive coaching
- Management coaching
- Team coaching

THE PROCESS

We have built-up our coaching process in 8 steps:

Step-1: Briefing on main goal of coaching (with coachee and employer)

Step-2: Coach and client meet to ensure compatibility & develop goals

Step-3: Goals are signed off by client (and organisation if required)

Step-4: First three coaching sessions commence

Step-5: Evaluation after three sessions, report to organisation if necessary

Step-6: Additional coaching sessions

Step-7: Evaluation on main goals and objectives

Step-8: Define action plan for the future

THE STRUCTURE

We start with an initial of three coaching sessions. In these sessions the contract is set up and we explore how many sessions are needed for the client to reach their goal. Depending on the goal we use different tools and techniques. We also ask the client occasionally to do some homework.

INFORMATION

Contact us for more information about this programme, call our office at +65 64007091 or send an email info@digneconsult.com.sg

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