

What Does Leader Coaching Entail?

Coaching is a collaborative relationship. It is a dialogue that involves deep listening, questioning, assessment and personal and leadership accountability. The relationship will support you as you make choices to enhance performance and build personal empowerment. Your Clarity Development Solutions coach will help you define your personal and professional goals, and help you clarify the personal and professional role expectations you and/or your employer have established. At Clarity Development Solutions we regard the relationship between client and coach to be highly confidential. That means that what we discuss, explore or discover during our work together is controlled by you, the client. Your coach will also provide you with ideas, resources and support and help you gain insights intended to influence or contribute to your continued professional and personal success. Resources include 360 degree feedback assessments, reflection exercises, printed materials etc. You and your coach will focus on areas in your life that you desire to transform or improve. You will:

1. Describe your current situation and future desires
2. Increase your awareness and understanding of how to improve your performance
3. Explore assessment results
4. Develop a plan of action
5. Track your progress as you achieve success

A combination of face-to-face and virtual meetings is used to accomplish the work. Virtual meetings provide flexibility. Even if you are traveling you and your coach can continue the work. Ultimately your coach serves as your facilitator of change, cheerleader and partner. Coaching engagements can be a powerful source of encouragement, support and accountability.