



WHAT TO EXPECT FROM COACHING



WE LOOK FORWARD TO HELPING YOU GROW IN INFLUENCE AND IMPACT

WWW.IRONCOACHING.COM

GROWTH HAPPENS OUTSIDE YOUR COMFORT ZONE

We create a safe environment for you to explore your current mental models, challenge your assumptions and find the motivation and determination to grow.

The Engagement Experience

No two people are the same, so every engagement is designed to meet the unique needs of the client and the organization. We use a 6-phase process as our guide.



Coaching Engagement Lengths Start at 6 Sessions

Change is considered sustainable after 12-18 Months of Practice



CLEAR AGREEMENTS

Your Coaches Commitment to You

- I will be 100% honest with you at all times.
- I will ask questions that facilitate self-discovery and learning.
- I will hold you accountable for your commitments to yourself and others.
- I will provide an environment that facilitates new thinking and creative problem-solving.
- I will draw out the required actions that move you forward towards your desired outcomes.

Your Commitments to Yourself and Your Coach

- I will be truthful with you in all aspects of our relationship.
- I will stay focused on my stated desired objectives.
- I will prepare for my coaching session.
- I will be entirely focused during our coaching sessions.
- I will call promptly at my scheduled coaching time.

DISCUSSIONS ARE CONFIDENTIAL AT ALL TIMES.

LOGISTICS

We define coaching as regular meetings between a client and a trained facilitator designed to produce positive changes over a limited period.

Our point of view is that coaching is 80% indirect. You, the client, are the author and owner of your goal and action plan. The other 20% of coaching is direct. We use our expertise as coaches and leaders to provide perspective and advice when asked or when needed.

Sessions are bi-monthly at a set date and time, for an hour.

Coaching via Zoom is convenient and enables you to maintain a consistent bi-weekly schedule.

We offer in-person coaching for local clients with a travel up-charge. Our non-local clients benefit from at least one face-to-face meeting early in the coaching engagement.



PLEASE PROVIDE 48 HOUR NOTICE
OF NEED TO RESCHEDULE



360 Preparation

List the names, emails, and relationships of those you have selected to participate on the Excel spreadsheet we provide. Make sure you add yourself.

Place an X next to the names of people who will also have a personal interview.

Once the rater sheet is complete, please email it to courtney@ironcoaching.com

Notify everyone in advance of the survey invite. Personal notice is best. If you need to communicate by email, here is a sample:

You will be receiving an invitation regarding your participation in a 360-degree survey. I am seeking feedback from others as part of my professional development process.

Your participation is anonymous. No one within our organization will see your completed questionnaire. The final report will not identify your specific responses. Open-end questions, although delivered word-for-word, will not be attributed to any particular person.

I appreciate your participation in this professional development activity. Your candid responses can help me increase my effectiveness by helping me more precisely identify my strengths and areas for improvement.

Please respond within five (5) days of receiving the survey link. Thank you.

Please reach out to your coach if you have additional questions.



SDI 2.0 Assessments

The SDI goes below the surface of the behaviors into the motivations and the values that underlie and influence those behaviors. By understanding what motivates us in our lives to do the things we do, we can better manage our behaviors, and in turn, our relationships with others.

After training and applying the SDI clients report immediate insights, which include:

- Identify conflict triggers for others and myself (76%)
- Identify the behaviors in others that might mean they are in conflict (80%)
- Recognize when I am overdoing a strength or am at risk of being perceived as overdoing a strength (80%)
- Recognize when others are overdoing a strength or am at risk of being perceived as overdoing a strength (79%)
- Identify the strength behind an overdone strength in others and myself (99%)

You will be sent an invitation to complete the assessments as part of your coaching. Please reserve 15 minutes to complete the assessments and another 15 minutes to overview your results on the Core Strengths platform. Please download a copy of your results for your deep dive session with your coach.