



COACHING

COACHING AND COACHING SUPPORT SERVICES FOR EXECUTIVES, LEADERS, AND PROFESSIONAL COACHES TO CREATE A COACHING CULTURE WITHIN ORGANIZATIONS



EXECUTIVE COACHING



TEAM COACHING



LEADER AS COACH TRAINING



MENTOR COACHING



SUPER-VISION FOR COACHES



COACHING AND COACHING SUPPORT SERVICES



EXECUTIVE COACHING

Develops leadership capability in a confidential, highly customized setting



TEAM COACHING

Develops highly effective teams through a series of workshops and facilitated experiences



LEADER AS COACH TRAINING

Develops leaders to coach their employees to drive performance

Promotes a coaching culture throughout an organization



MENTOR COACHING

Prepares professional coaches with the coaching skills to apply for an ICF credential



SUPER-VISION FOR COACHES

Enhances quality of professional coaches' outcomes with their clients

Continuing Professional Development for coaches



EXECUTIVE COACHING

COACHING PHILOSOPHY AND METHODOLOGY

Through the process of coaching, clients deepen their learning, improve their performance, and enhance their quality of life. We follow the principles of evidence based coaching (EBC), which involves using the best existing theoretical and researched knowledge, in combination with each coach's skills and the client's context, to develop and deliver an effective coaching engagement. We create a customized coaching plan that meets the unique needs and goals for each coaching engagement. The coaching relationship is based on trust and confidentiality, and the process involves contracting, building rapport, assessment, creating awareness, designing actions, planning and goal setting, and managing progress and accountability.

ASSESSMENTS AND METHODS FOR COACHING

The staff of THA is certified in a variety of methods, instruments, and assessments that can provide insights into a client's personal style, preferences, interests, needs, and skills in relation to leadership, communication, conflict management, values, decision-making, organization, and career. Based on extensive experience, we select the best tools to achieve success in each coaching engagement.

Our executive coaching process typically includes at least one personality profile (such as the Birkman, Hogan, MBTI, or Enneagram) and a 360 assessment. We are certified to deliver many industry leading assessments listed below. We also offer interview-based 360 assessments upon request.

- Evidence Based Coaching
- WorkPlace Big Five Profile
- The Birkman Method®
- Conversational Intelligence®
- Hogan Assessments
- Margerison-McCann Team Management Profile
- Myers-Briggs Type Indicator® (MBTI®) Step I, II, and III
- Organizational Values Profile
- Integrative Enneagram iEQ9
- Team Performance Profile
- Social + Emotional Intelligence Profile (SEIP)
- Types of Work Profile
- Social Style Profile & Versatility Profile
- Pearson-Marr Archetype Indicator® (PMAI)
- Linking Skills Profile
- Kenexa Cultural Insight (KCI)
- Lominger/Korn Ferry Leadership Architect®
- Lominger/Korn Ferry VOICES 360®
- Lominger/Korn Ferry Team Architect®
- Appreciative Inquiry
- The Leadership Circle 360
- VIA Survey of Character Strengths
- PDI PROFILOR® 360 Assessment
- Spiral Dynamics Integral Assessments
- McCann Window on Work Values Profile
- StrengthsFinder 2.0
- Enhanced DISC®
- TENOR Method
- WisdomScape® Leading Self, Teams, and Organizations Assessments
- Stress Reduction and Mindfulness
- Book Yourself Solid® Coaching
- The Results System
- The Results Accelerator
- The Results Roadmap
- FIRO-B®
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Strong Interest Inventory
- Conflict Climate Inventory

THE FOUR WINDOWS PROCESS®

Foundational Window

Current Situation

Future Outlook

Attributes Window

Development Opportunities

Strengths Assessment

Window of Evolvement

Detailing Opportunities

Defining Goals

Window of Opportunity

Prioritization of Objectives

Overcoming Roadblocks



LEADER AS COACH TRAINING

WE PROVIDE LEADERS COACHING SKILLS

Coaching has become a core skill set for all leaders to develop their direct reports and teams. There is much confusion regarding what coaching is and is not. Our workshops provide clarity on how to use coaching in a way that empowers your leaders and employees to take more ownership and accountability for their own development. We teach you the skills required to be an effective coach that leverages other strengths, ignites their vision, creates practical development plans, and delivers results. Our unique model leverages the best practices, theories, and research from over 20 years of coaching experience and education.

We offer several workshops

INTRODUCTION TO COACHING FOR LEADERS

In this 4-hour interactive workshop you will explore why coaching has become a core competency for all leaders in retaining and motivating employees and teams. Learn what it means to shift from a “supervisor” to “leader as coach” mindset. Understand the skills required for you to effectively coach others in your organization.

Learning Objectives:

- Understand what coaching is (and is not)
- Explore the telling vs. asking continuum
- Understand how leadership styles are changing
- Realize why you should use coaching as part of your management and leadership
- See what people want in a manager
- Understand the benefits of coaching
- Discover what skills are required to be a coach



TEAM COACHING

Team coaching is designed to facilitate intact teams throughout their lifecycle including forming, norming, storming, and performing. We offer organizations a full set of services and workshops including facilitation, strategic planning, teambuilding, organizational design, assessment, and graphic facilitation. Our team coaches and facilitators are experts in both coaching methodology and group dynamics with advanced degrees in organizational development. We are also certified in dozens of tools and methods specifically designed for team development and effectiveness. Please see our other brochure on Team Development for more details.



LEADER AS COACH

In this 2-day workshop you will explore more deeply how to effectively coach others in your organization for development. You will have opportunities to practice coaching skills between day one and day two, which occur approximately one month apart. You also learn how implement in your organization a coaching culture as part of your leadership strategy.

Upon completion of this workshop, you will be able to:

- Shift from a “supervisor” mindset to a “Leader as Coach”
- Be proficient and comfortable using coaching skills to help your direct reports and others learn, develop, and grow in the workplace
- Integrate and apply the techniques of the coaching conversation and the coaching process seamless into everyday interactions
- Identify and describe your communication and coaching style and the communication styles of others to ensure coaching success
- Support and challenge your best performers to greater levels of achievement
- Create and implement your own development action plan to hone your coaching skills
- Develop a coaching culture in your part of your organization



MENTOR COACHING

WHAT IS MENTOR COACHING?

Mentor Coaching for an ICF Credential is defined as “providing professional assistance in achieving and demonstrating the levels of coaching competency demanded by the desired credential level sought by a coach-applicant (mentee). Furthermore, Mentor Coaching means an applicant (mentee) being coached on their coaching skills rather than coaching on practice building, life balance, or other topics unrelated to the development of an applicant’s coaching skill.” (ICF)

WHO NEEDS MENTOR COACHING?

- Coaches who are working towards an ICF credential.
- Note that the ICF requires that credential applicants must be coached for a minimum of 10 hours over a minimum of 3 months by a qualified Mentor Coach. You can work with more than one mentor coach to fulfil the 10-hour requirement. A minimum of 3 of the 10 mentoring hours must be one-on-one coaching with the mentor. Group coaching may count for a maximum of 7 hours toward the mentoring requirement. The group being mentored may not consist of more than 10 participants.

THE DUTIES OF THE MENTOR COACH

- Model effective initiation and contracting of client relationship
- Explore fully with a potential mentee what they are looking to achieve
- Ensure both are clear about the purpose of the mentoring



- Establish measures of success in partnership with the mentee
- Fully discuss fees, time frame, and other aspects of a Mentor Coaching relationship
- Inform the mentee regarding all aspects of the ICF Code of Ethics
- Inform the mentee of the availability of the Ethical Conduct Review Board
- Support mentee self-confidence by encouraging potential mentees to interview more than one mentor coach candidate in order to find the best match
- Make no guarantee to the mentee that as a result of the mentoring the mentee will obtain the credential level s/he is seeking
- Focus on core competency development by reviewing and providing oral and written feedback on a series of the mentee's coaching sessions. These sessions are to be conducted one at a time, with a feedback session between each one, giving enough time between sessions to allow for incorporation of the mentee's learning and development.
- Provide specific verbal and/or written feedback, using targeted examples from the sessions so that: (a) The mentee will know exactly what s/he is doing well; (b) The mentee understands what needs to be done to develop a deeper level of mastery in coaching.
- Demonstrate that s/he is learning about the mentee at many levels at once and is able to hold all of that in the context of: (a) Who the mentee is; (b) What the mentee is seeking; (c) Honoring the mentee's unique style.

OUR QUALIFICATIONS

- Dr. Terry H. Hildebrandt is an MCC credentialed coach with the ICF with over 20 years of executive coaching experience.
- He is listed on the ICF registry of ICF mentor coaches.
- We offer Group Mentoring and Individual Mentoring.



SUPER-VISION FOR COACHES

WHAT IS COACHING SUPERVISION?

The European Mentoring & Coaching Council (EMCC) defines coaching supervision as:

The interaction that occurs when a coach brings their coaching work experiences to a supervisor in order to be supported and to engage in reflective dialogue and collaborative learning for the development and benefit of the coach, their clients, and their organizations.

According to the International Coach Federation, "Coaching Supervision focuses on the development of the coach's capacity through offering a richer and broader opportunity for support and development. Coaching supervision creates a safe environment for the coach to share their successes and failures in becoming masterful in the way they work with their clients."

Coaching supervision differs from coaching and mentoring. *Coaching* is designed to help clients achieve their objectives through self-awareness, goal setting, and action planning. *Mentor Coaching* for a coach credential is focused on developing the core competencies and skills required for coaching. *Coaching supervision* includes creating a safe space for the coach and supervisor to reflect on the overall system to support the coach's growth and improved client outcomes.

WHY SUPERVISION?

Benefits:

- Improved client results through improving the quality and effectiveness of coaching.
- Professional support for coach to develop coaching skills and improved coaching strategies for challenging client situations.
- Competitive differentiation on corporate contracts to maintain and enhance coaching quality standards.
- Continuing professional development (CPD) of the coach. Note that supervision is recognized by the ICF for core competency Continuing Coach Education (CCE) hours.

WHO NEEDS SUPERVISION?

- Professional coaches in private practice.
- Internal corporate coaches.
- Coaches wishing to maintain a coaching credential with the EMCC.

HOW DOES SUPERVISION WORK?

Supervision can be done in a one-on-one setting or in groups. Coaching supervision is fundamentally a reflective process. Coaching supervisors create a confidential, safe space for coaches to explore their own thought processes and the dynamics present in client engagements. This often includes:

- Analysis of coaching case studies to better understand options for coaching strategies to improve client outcomes.
- Reflection on the coaches internal thought processes and assumptions.
- Revealing blind spots.
- Exploring ethical issues and contracting challenges.
- Brainstorming solutions to complex and challenging client situations.
- Appreciating and celebrating the accomplishments of the coach.
- Providing accountability and a sounding board for ideas.





We draw upon industry-leading best practices for supervision leveraged from other helping professions including organization development, human development, systems theory, adult learning, transactional analysis, humanistic psychology, psychodynamic theory, psychological type, social psychology, and others.

We are experts in the use of the Seven-Eyed Model created by Peter Hawkins and Robin Shoheit. This model examines the client-coach-supervisor system from seven different perspectives. These include: (1) the client's context, (2) the coach's interventions, (3) the relationship between the coach and the client, (4) the coach's self-awareness, (5) the relationship between the coach and supervisor including parallel processes, (6) supervisor's reactions and reflections, and (7) the wider context and system. Using the Seven-Eyed Model, the supervisor and supervisee engage in rich dialogue and reflection resulting in insights that can expose blind spots, deepen self-awareness, and open possibilities for new client interventions.

OUR QUALIFICATIONS

- Coaching supervision requires a unique set of skills and ethical standards different from coaching and mentor coaching.
- Our supervisors have been trained by Damian Goldvarg, PhD, MCC of The Goldvarg Consulting Group, Inc. in his *Coaching Supervision Certification Program*. This program is recognized by the European Mentoring & Coaching Council (EMCC) with their European Supervision Quality Award (ESQA), which is an independent quality award given to providers of coaching and mentoring supervision training, recognizing that their programs meet stringent, professional standards.