

COACHING



OVERVIEW

Coaching is known to be one of most effective methods for developing leaders. It does not replace proper leadership from line managers and should not be used to deal with poor performance, but rather to develop skills. The Shine coaching methodology is based on several well-renowned coaching methods, namely Integral Coaching, Brain based Coaching, NLP, Lewis Deep Democracy and Time to Think. Our coaches are all qualified and required to be in supervision.

COACHING APPROACH

Coaching should be reserved for individuals with the drive and commitment to maximise the investment in their development. Our coaching assumes that each person has the wisdom and potential to solve their own problems. The coach's role is to unlock this wisdom in each person and help them to remove limiting beliefs and assumptions that may be blocking them.

We also value the benefits of including the line manager's voice into the conversation - thus, where possible, at least one of the coaching sessions will be used to triangulate, whereby the line manager is invited into the conversation. This conversation will be led by the person being coached with the objective of sharing the coaching goals, gaining input into this and clarifying what support is required by the line manager.

KEY OUTCOMES

We connect with people to facilitate and support sustainable change and goal-achievement by exploring new ways of doing, thinking and being. Our aim is to ensure that each client is left self-generating and self-correcting once coaching is complete.

DURATION

Coaching is 1 to 1,5 hours per session, depending on the agreement.

DETAILS

The first session, deemed to be a chemistry session, is usually not charged for. 3, 6 or 12 sessions are recommended depending on the requirements.

The coach may request an assessment to supplement the coaching. This will be billed for over and above the coaching session and may include a debrief by a qualified person.

We subscribe to the ICF code of ethics for our coaches and sign a coaching agreement.