

The Four Phases of coaching

Phase one Establishing the coaching partnership

- Meeting with management – coaching needs analysis, the coach-client protocol
- Proposal of services
- Coaching contract
- First contact with coachee
- First coaching session – the coaching agreement
- Second coaching session – assessment
- Report to management

Phase two Action planning

- Establishing values, vision and specific goals
- Developing action strategies

Phase three The coaching cycle

- Review
- Reassess
- Feedback

Phase four Evaluation and follow-up

- Evaluation
- Final sessions – closure
- Preventing slippage
- Follow-up plans