

coalescence consulting

What is Coaching?

Business and performance Coaching encourages people to think and act at higher levels, with beneficial results for themselves and their organisation. It is a strategy used to help a person reach their fullest potential and achieve their goals.

The coach first helps to define the goals, and then supports them in executing them by helping them map out a strategy and helping them stay on track. Coaching helps to balance work, family and social demands, as well as leisure and spiritual activities.

It is an ongoing relationship that helps people produce extraordinary results in people's lives, careers, businesses and organisations. Through the process of Coaching, people improve their performance at work and enhance their quality of life.

In each meeting the client chooses the focus of the conversation, while the coach listens, contributes, observes and questions. This interaction creates clarity and moves the client into action. Coaching accelerates the client's progress by providing greater focus and awareness of choice.

Underpinning the Coaching approach is the belief that improving the quality of 'critical conversations' is the key to a breakthrough in performance. By adopting a Coaching style to influence the way these conversations are conducted, leaders and managers will see an immediate impact.

As the Financial Times puts it; *"Coaches act as a mirror; helping people to work out what they want, what they are good at, what they are bad at, where and how they can improve."*

More Coaching Definitions

"Coaching is the art of facilitating the development, learning and performance of another." - The School of Coaching

"(Coaching) must be learned mostly from experience. In the Inner Game approach, coaching can be defined as the facilitation of mobility. It is the art of creating an environment, through conversation and a way of being, that facilitates the process by which a person can move towards desired goals in a fulfilling manner. It requires one essential ingredient that cannot be taught: caring, not only for the external result, but for the person being coached." - Timothy Gallwey, The Inner Game of Work

"Effective Coaching in the workplace delivers achievement, fulfillment and joy from which both the individual and the organisation benefit." - Myles Downey, Effective Coaching 2nd Edition