


<b>Beginning</b> (Setting the foundation)	<b>Middle</b> (Enabling Insight and learning – new thinking and learning not known)	<b>Ending</b> (Outcome & evaluation)
<p><b>Check in</b> Acknowledge and share - positive <b>Create the relationship - coach presence and position</b></p> <p><b>Manging the contract</b> <b>Mini goal</b> What is the best use of our time? What do you want to have at the end of the session? What do you want to gain?</p> <p><b>Contract/re-contracting</b> How will we work together today?</p> <ul style="list-style-type: none"> <li>• Time/note taking/silence is ok</li> <li>• Confidentiality within boundaries</li> <li>• Break clause</li> <li>• Permissions-reactions, observations, go slow</li> <li>• Anything else – 2-way</li> </ul>	<p><b>BIG GOALS</b> – What do you want? /Why is this important?/How might you get it?/How would you know you got it?</p> <p><b>Verification</b></p> <ul style="list-style-type: none"> <li>• Stated in a positive way?/Under their control/Inspiring/Scaling</li> <li>• Who else would benefit?</li> </ul> <div data-bbox="871 745 1533 816" style="border: 1px solid black; padding: 5px; text-align: center;"> <p><b>Use of models and techniques</b></p> </div> <div data-bbox="1151 831 1228 902" style="text-align: center;">  </div> <p><b>Facilitating learning and results</b></p> <ul style="list-style-type: none"> <li>• Input/bridging and outcome coaching models</li> <li>• Tasking</li> <li>• Processes</li> <li>• Experiments</li> </ul> <p style="text-align: center;"><b>Building the relationship Presence</b></p>	<p><b>Actions: Step by step</b></p> <ul style="list-style-type: none"> <li>• What is the one thing you can do that would make a difference?</li> <li>• What are you committing to?</li> </ul> <p><b>Evaluating our relationship</b></p> <ul style="list-style-type: none"> <li>• How did we do?</li> <li>• What was positive?</li> <li>• What have you learnt?</li> <li>• What did you get – contract in mind?</li> </ul> <p><b>Appreciation</b></p> <ul style="list-style-type: none"> <li>• Share what you have appreciated your coachee has done</li> <li>• Acknowledge progress</li> <li>• Celebrate and thank</li> </ul>