

# The coaching experience – an insight



Before coaching is undertaken both parties have the opportunity to meet, discuss their needs and satisfy themselves that they can form an effective coaching relationship such that both parties are aligned to achieving results for the client. These alignment sessions are free with Adaugeo Solutions.

We use the GROW model (**G**oal, **R**eality, **O**ptions and **W**ill) developed by Sir John Whitmore to structure our coaching activities. These sessions can be delivered either as face to face or via video conferencing to suit client needs and locations.

Before applying the GROW model, it is important that we co create the specific coaching agreement for both the longer term and specifically for each session. For example, how much support and challenge do you as a client want? Getting the balance between support and challenge right means that we can add short laser focussed coaching catch ups between the main coaching sessions in the event that a client is needing more support.

Coaching flows from the coach being curious and listening with fascination in order to develop the next powerful question to ask rather than to propose solutions.

## Powerful questions

- Create awareness and responsibility
- Follow the interests of the client
- Generate creativity and resourcefulness increasing options and possibilities
- Require answers that develop the clients thinking, performance and learning.

They are supportive and produce a motivating feedback loop.

The Grow model puts structure into this process;

Goal- What is important to you, the client right now. What do you want to work on today or achieve longer term?

Reality- Where are you now, what is the current situation?

Options- What are the possible options available to you that would move you towards achieving the goal

Will- Which of those options will you now focus on- what will you do and by when that moves you towards achieving your goal.

Typical sessions are 45-60 minutes in length although the initial goal setting session could run to 120 minutes for those wanting to establish life changing dream goals. Goals setting focussed on overcoming a specific challenge whether in business or personal life could be might need around 90 minutes as the first session.

Remember that within the coaching process you will likely experience periods of discomfort, however if you chose not to step out of your comfort zone you will achieve the personal growth that you could attain.

If you would like to have an alignment session or discuss options further please contact us by email to [paul.haxell@adaugeosolutions.co.uk](mailto:paul.haxell@adaugeosolutions.co.uk) or by phone 07793 387714

*“Paul is a very personable and friendly coach. I have worked with Paul on several occasions and would recommend him to anyone wishing to create change for a more positive and resourceful life”*

Grant Joel- Facilitator/training specialising in behavioural change