

What is coaching?

Coaching

A conversational, collaborative, and creative approach to learning that helps people move forward on personal or professional goals with the help of a thinking partner.

Coaching Fundamentals (ICF Core Competencies)

- Setting the Foundation
 - Ethical & professional standards
 - Establishing a coaching agreement

- Co-creating the relationship
 - Trust
 - Presence

- Communicating effectively
 - Active listening
 - Powerful questioning
 - Direct communication

- Facilitating learning and results
 - Creating awareness
 - Designing actions
 - Planning and goal setting
 - Managing progress & accountability

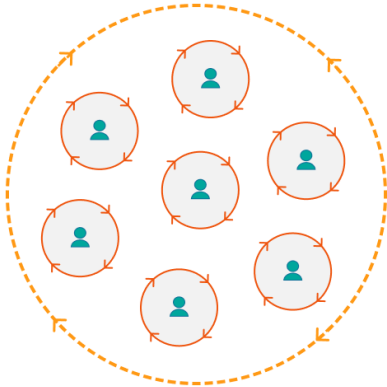


Group Coaching

The application of coaching principles to a group of individuals who are connected by a common interest in personal or professional development.

Coaching Fundamentals + Group facilitation

E.g. Working with multiple interests, different perspectives, and individual styles

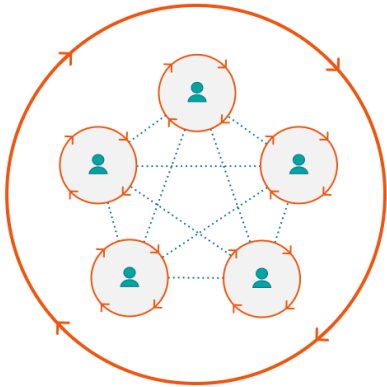


Team Coaching

The application of coaching principles to individuals in a team, and to the team as a system.

Coaching Fundamentals + Group facilitation + Team dynamics

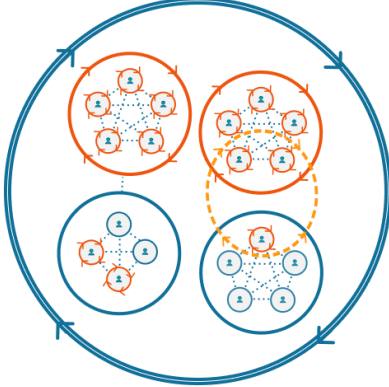
E.g. Working with multiple interests, different perspectives, and individual styles, within a formal structure with a shared purpose, past, and future



Organizational Coaching

The application of coaching principles to a dynamic system of individuals, groups, and teams that collectively hold a shared overarching purpose.

Organizational coaching can occur in any number of independent or overlapping configurations, with the intention of achieving results at various levels of localization, creating a longer-term cultural shift in the organization as a whole system.



Participation • Self-selection

• Opt-in based on interest

• Enrolled (by virtue of belonging to a team)

• Self-selection, Opt-in, Enrolled

Focus • Me
• Individual

• Me and You
• Individuals and others with similar interests

• Me, You, and We
• Individuals and the team as a system

• Me, You, We, and Them
• Individuals, groups, teams in an ecosystem

Relationships • 1:1 - defined by engagement with the coach

• 1:Many - defined by the start and end of the group coaching engagement

• 1:Many - defined by membership to a team with a shared purpose, past, and future beyond the coaching engagement

• 1:Many:Many - defined by formal organizational structure, and informal relationships across teams

Success • Individual achieving their goals

• Individuals achieving their goals

• Team achieving its goals; individuals achieving their goals in context of the team

• Organization achieving its goals systemically over time

References
Britton, Jennifer J. *From One to Many*. Mississauga: Jossey-Bass, 2013.
ICF Core Competencies. Retrieved from <https://coachfederation.org/core-competencies>