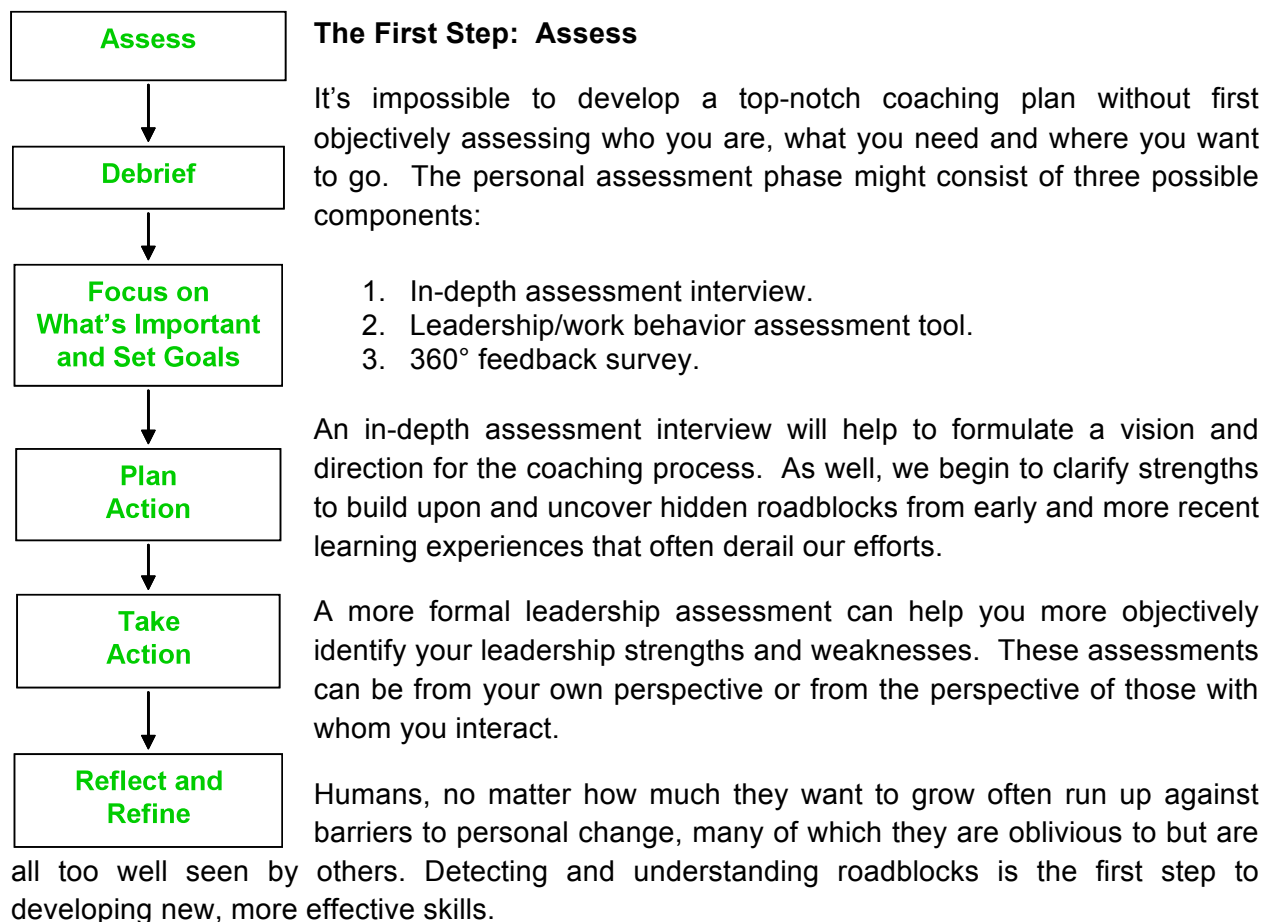




## Stages of the coaching process

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Creating change, both in an organization and within ourselves, can be messy, non-linear and come in starts and stops. Therefore, we need to have a strategy that will help us to continue moving forward even when we get lost in the details. The following outline captures the stages of the coaching process.



### The Second Step: Debrief

Debriefing is both a continuation of the assessment phase and the preliminary foundation for action planning. Debriefing is a two-way conversation regarding the results of the assessment process in the context of the leader's big picture goals. Often, the reactions and embellishments of the leader provide further data for developing action plans and for use by the coach to help motivate a leader to stretch and grow.



## Stages of the coaching process

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### The Third Step: Focus on What's Important and Set Goals

Assessment and discussion lead to the identification of the developmental goals that are the most important for achieving your greater vision which in turn leads to greater motivation to do the hard work that is coming. The coach helps you understand the benefits to change and the consequences if you don't. This is also a powerful motivational tool. As part of this process, you will establish specific developmental needs and measurable goals. It is important that you have the drive and focus to create and implement high-impact development actions.

### The Fourth Step: Plan Action

Action planning puts knowledge into action to achieve behavior change and enduring results. We will identify real-time situations where you can practice new behaviors. A time frame for completion of specific tasks is developed (without firm dates for completion people tend to put off practicing difficult new behaviors), and implementation begins. The action plan becomes the tool to compare what is wished for to what is achieved.

### The Fifth Step: Take Action

At this point, you will practice your newly learned or refined skills, keeping track of the results: successes, failures and resistances and any other factors that might derail the development process. The focus of our conversations at this time will be to reassess and refine the developmental process.

### The Sixth Step: Reflect and Refine

Reassessment and refinement of the specific actions and of your overall development process then become an ongoing and repeated process between the leader and the coach to help refine your leadership skills and abilities.

When striving for personal excellence, a continuous development process that is learned through coaching becomes a part of daily living for high-performing leaders. A first class leadership coaching process can help you accelerate your professional development.

