
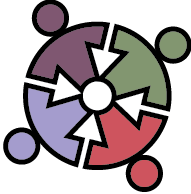

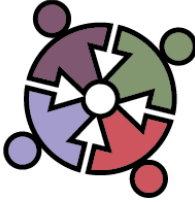

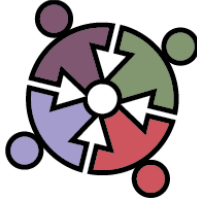


The Coaching Engagement

						
	1	2	3	4	5	6
Who	Leader(s) and TWI Coach	Leader(s), TWI Coach and Coachee	TWI Coach and Coachee	Leader(s), TWI Coach and Coachee	TWI Coach and Coachee	Leader(s), TWI Coach and Coachee
What	Determine the participant coachees, steps, expectations, and desired outcomes for the contracted coaching engagement	Introductory meeting with each participant coachee and the leader for understanding of roles, confidentiality, reporting, and desired coachee outcomes	Confidential coaching sessions as determined in the contract	Midpoint meeting to report on progress from the coachee's perspective and in relation to the expectations and desired outcomes of the organization	Continued confidential coaching sessions as determined in the contract	Completion meeting to determine effectiveness and satisfaction of outcomes for the coaching engagement
What Next	Schedule a time for a meeting with the leader, TWI coach and Coachee	Solidify schedule and check-in points	Coachee provides any check-ins to leader that were agreed upon. Midpoint meeting is confirmed	Discussion serves as a reference for remaining coaching	Coachee provides any check-ins to leader that were agreed upon. Completion meeting is confirmed	Celebration and formal ending of engagement or extension if deemed valuable

Coaching Approaches

Strategic Coaching

In Strategic Coaching, TWI Consultants work one-on-one with individual leaders or executive teams to supplement your organization's strategic change work using our proprietary FrameWorks™ tools and processes. As a facet of continuous improvement and partnership leadership, Strategic Coaching enhances the skills and capacity of leaders to implement and achieve their organization's vision. TWI Strategic Coaching is guided by years of TWI consultant experience with clients in the non-profit, education, and faith, sectors.

In this type of coaching, leaders may be seeking guidance for:

- Specific skill and capacity development to improve their own performance and the performance of a group or team.
- Focused results with boards, administration, and stakeholders related to planning, vision delivery, and uniquely designed leadership development for the organization.
- Increased fluency and skill in data-informed decision making and risk mitigation. This may include data analysis and options modeling through our Insight Research team that illustrates the possibilities for the organization's future.
- Knowledge and skill in developing partnership leadership culture and practices in the organization using TeamWorks International's proprietary Frameworks™ tools and processes.

Executive Coaching

In Executive Coaching, the aim is to provide a confidential and leader-directed engagement guided by the individual leader's goals for success in their professional life. This type of coaching is often approached as stand-alone personal development contracted for an individual leader through their organization as a professional development option. This type of coaching takes place in regularly scheduled sessions over a three to 12-month period and is guided by the ethical and professional standards of the International Coach Federation (ICF).

In this type of coaching, leaders may be seeking a setting for:

- Considering new challenges or responsibilities in their position and/or transition within their organization.
- Investigating unseen barriers to desired personal and organizational next steps or transformation.
- Setting meaningful milestones and accountability measures that guide their commitment to personal and professional success.
- Self-Awareness and addressing leadership habits that are not serving the organization well in response to an assessment or other feedback.
- Maximizing their motivations and strengths for successful professional outcomes.
- Assessing their personal leadership style, ambitions, and values as a leader.
- Development and implementation of leadership philosophy for authentic support of colleagues and reports.