

Coaching

What is coaching?

Customized encouragement of individuals in their professional lives and their immediate areas of employment/responsibility lies at the heart of the coaching process, which, while mainly work-related, can also address personal concerns. The coach combines one-to-one, supportive problem-solving with personal guidance and provides *neutral* feedback, although he does not take on any of the client's obligations: coaching is a guidance process with no immediate or pre-fabricated solutions; the coach helps the client find their own answers to their questions. *The basis of this journey is a freely chosen and supportive mentoring relationship.*

When is the right time for coaching?

Modern management is routinely beset by isolation and time is the rarest commodity. Managers are under extreme pressure to make decisions and often feel they have too few people with whom to discuss issues in confidence – involving others (line managers, co-workers, HR) can be outweighed by fears that one's own competence may be called into question. In many cases, managers' private lives may also offer little opportunity, incentive or even time to reflect clearly on the day's events at work. Symptoms of burnout may result if this kind of relentless stress is allowed to persist for prolonged periods. This is where coaching steps in. Coaching facilitates one-to-one interaction with a qualified third party in a neutral environment and addresses and evaluates current or previously unsolved issues from a variety of angles.

How does the coaching process work?

- As a process consultant, the coach systematically identifies evidence of problems – an undertaking which the client has often been able to achieve only unsatisfactorily, for reasons of time alone.
- Coaching is concerned with locating and addressing evidence of problems as well as identifying the processes that trigger such problems.
- Once these processes have been pinpointed, the client is encouraged to develop their own solutions.

Methodology

- The methodology used is based on a systematic, solution-orientated approach (cf. de Shazer, Raddatz *et al.*)

Goals

- Being able to set clear targets
- Developing the ability to devise one's own solutions
- Recovering the ability to achieve effective results

Duration

- A coaching session lasts for about an hour and half. Depending on the issues addressed, additional sessions may be booked. The coaching process comes to an end after a maximum of 6 to 10 sessions.

Is it for you?

Any coaching process is preceded by a no-obligation consultation, for which no charge is made, to clarify mutual expectations on a professional and personal level. Only then can a proper decision be taken as regards embarking on a mentoring relationship.

Please feel free to contact me directly if you have any questions or require further information

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