

## Introduction

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Business and corporate coaching is designed to help facilitate change, centred around having clear objectives and achievable focussed goals. Each organisation and individual has different styles of management and career progression meaning 'one size does not fit all' and at Clear Coach we ensure that we learn about you and your business and tailor the programmes to suit you.

All organisations develop their own culture but unfortunately people come in all shapes and sizes and don't necessarily have a perfect fit in the corporate puzzle. All too often individuals are left demotivated and leaders and managers feel frustrated and disappointed when performances and results don't meet expectations. The effect can reach well beyond the individuals involved. Missed objectives and targets can seriously affect the organisation's bottom line.

However, one thing that is certain is that every organisation has a wealth of untapped resources in the form of their people. Successful and progressive businesses promote development and encourage diversity. The benefits of developing people from within an organisation are many and varied. Current employees will understand the culture and know the core values of the business. Deciding who to promote into leadership positions can be difficult and risky. Someone who is confident and competent in one position may find that their abilities desert them after their promotion.

Clear Coach specialise in developing current employees into leaders. It could be that a valued team member has the necessary technical knowledge to fill a more senior role but is unsure of their ability to lead a team, or establish and maintain new working relationships. They might need to be assertive in a healthy and effective way. Clear Coach programmes are tailored to individuals. To find out more about how we achieve this please click on our Coaching Approaches tab.



## The Process

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There can be up to four stakeholders involved in a corporate coaching programme. These are:

### The coach.

**The coachee:** The person who is the candidate for and main beneficiary of the coaching programme.

**The sponsor:** The sponsor is the person with whom the decision to proceed with a coaching programme rests. The sponsor could be the coachee's line manager.

**Other:** Other stakeholders such as Human Resources managers or Heads of Department could be involved, particularly in larger organisations.

After initial contact with Clear Coach the next step is a meeting between the coach and the sponsor. The purpose of this meeting is to discuss the outcomes from an organisational perspective. Following this meeting the coach will prepare a proposal which will include:

**The desired outcomes.**

**The length of the programme.**

**The cost of the programme.**

**Terms and conditions.**

When agreement to run a coaching programme is reached a date and time is set for a meeting between all stakeholders. There are three purposes of this meeting; they are:

**To agree the desired outcomes.**

**To allow the coach and coachee to meet.**

**To agree the contract between stakeholders. The contract will include items such as organisation of sessions, review and measurement, boundaries and confidentiality.**

At the end of the stakeholder meeting there will be a short meeting between the coach and coachee where they will assess their mutual compatibility and set the date and time of the first session. There is no charge for either the initial or stakeholder meetings. The coaching venue can be at the organisations or Clear Coach's premises.