

Coaching examples

Description

This article describes briefly the different types of people – MD's, owners and directors - that I have coached and mentored during the past few years. It also describes the business challenges and personal hurdles that my clients wanted to resolve and which were dealt with during the coaching sessions.

Once you have read this you will have a good understanding about what is involved with successful coaching and mentoring:

- The levels of people that I coach
- The sorts of people that I have mentored
- The different types of challenges that they have faced
- The variety of questions that I have asked

Factory Production Manager – wanted a plan for his personal development

- What did he want to do?
- What did the company want him to do?
- Which was more important to him, his health and his family?
- What did his preferred position involve – what, where, whom, when, how?
- What personal development was required to do this?

Marketing Manager – wanted to be kick started in her own Image Consultancy business

- What was stopping her?
- Which was the biggest fear?
- Where did this come from?
- What started it at school?
- Where had she succeeded?
- What did she need to do now?

Consultancy Director – concerned about an impending meeting with one of her staff about a difficult project

- What was the basis of her concern?
- What was the background of her member of staff?
- How did this member of staff behave with others?
- Where did she think the prickliness came from?
- How could she prepare an agenda for the pre-meeting?
- How could she reduce the prickliness?

MDO Patent Attorney – how could he prepare for a visit from a blue chip company to his offices?

- What were they coming to check?
- What did they expect to find?
- How could he brand the meeting room downstairs and link it with the offices upstairs?
- How could he involve his team in the preparations and the visit?
- What could they take away with them?