



Step One: Assess the Situation ⇒ Clarity

As we begin working together, the first step is to Assess The Situation. This is where you and I work together to determine where you are today before you determine where you want to be 6 months or 12 months from now. You may already be clear about this, or you may need to gain some clarity.

We will use Discovery Questions and one or more formal Assessments like the Leading Dimensions Profile (LDP)

Outcome: You'll have **clarity** around what there is about your current situation that you're really motivated to change.

Step Two: Determine the Foci ⇒ Focus

During this step we will determine what you would really like to achieve out of our coaching relationship. Where do you want to be? Who do you want to become? What do you want to achieve? What will be our focus?

Are there needs in your personal or professional life that aren't being met? Are there important goals you would like to achieve? Perhaps you have a dream that you would like to fulfill.

We will identify the outcomes and results to be achieved. We will determine how to measure our progress and success along the way.

Outcome: Together we'll determine what things will be our **focus** during the coaching engagement.

Step Three: Design the Solution ⇒ Momentum

For individual clients this will most likely be a 45 minute tele-coaching call 3-4 times a month. Our initial agreement will be for at least six months because it typically takes that long for any significant results to occur. At the end of six months you'll be able to determine whether continuing the coaching plan makes sense or not. Generally, I expect you to see at least a 5 to 10 times return on your investment. In other words, the value you receive (tangible plus intangible) will be 5-10 times your investment.

For corporate clients and/or teams the approach may include group sessions, workshops, half-day or full-day retreats, as well as one-on-one coaching. You and I will work together to design the solution that's right for you.

Outcome: In this phase you'll gain **momentum** toward your most desired outcome.

Step Four: Implement the Solution ⇒ Results

This is exactly what it says. This is where the real work takes place. Over the course of weeks and months we will roll up our sleeves and work hard together to achieve the outcomes you desire. As long as you are willing to be coachable, I promise to show up fully prepared to give you 100% of myself.

In addition to providing my expert coaching skills to whatever is top of mind for you, I have over 27 pathways in my toolbox that might be the right solution.

Outcome: This is where you'll achieve the massive **results** you really want.

Step Five: Review Progress ⇒ Celebrate

As part of our ongoing coaching relationship I want to check in with you on occasion to make sure we are achieving the results important to you. We will want to make sure we've hit certain milestones, celebrated those successes, and even adjusted our course if necessary. At the end of the engagement we will assess measurable outcomes and talk about a follow up plan.

This may also be a time to reassess the situation to see if continuing the engagement is the best course of action. Perhaps new goals are in order.

Outcome: **Celebrate** the success and plan for future **follow-up**.

BONUS: The 10,000 Mile Checkup

This complimentary session occurs 60, 90, Or 120 days after the end of the engagement. I'll give you my time to answer questions, provide feedback, or share ideas to help you with anything that's on your mind. If you are facing a new goal or challenge, I'll be happy to share a solution from my coaching toolbox.

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Lead With Giants, LLC

I help professionals dream more, learn more, do more, and become more. Most of the time this involves once a week coaching sessions by phone. Also available are in-person sessions, team sessions, workshops, and public speaking.

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