



**stellar**  
leadership group

**Better leaders delivering better outcomes**

# Coaching Leaders

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## INTRODUCTION TO COACHING

Coaching is a dynamic and collaborative process designed to challenge and support individuals to reach their full potential. It involves a partnership between a coach and a coachee, where the coach facilitates self-discovery, goal-setting, and action planning. Unlike counselling or therapy, coaching focuses on the present and future, aiming to enhance performance and achieve specific objectives.



## WHAT COACHING IS

- **Goal-Oriented:** Coaching helps you clarify your goals and develop strategies to achieve them.
- **Curious:** Coaches will ask you lots of questions. The ones you have forgotten you should ask yourself, or the ones you are afraid to ask yourself.
- **Action-Focused:** Coaching encourages you to take action and accountability for your choices and decisions.
- **Growth-Centric:** Coaching fosters personal and professional growth by promoting self-awareness, skill development, and continuous learning.
- **Customised Approach:** Coaches tailor their approach to meet your unique needs and preferences, while being true to the essence of coaching.

## WHAT COACHING ISN'T

- **Therapy:** Coaching focuses on the present and future, while therapy delves into past experiences and emotional healing.
- **Consulting:** Unlike consultants who offer expert advice and solutions, coaches support and challenge clients to find their own answers and strategies.
- **Directive:** While coaches provide guidance, they don't impose solutions or dictate actions; instead, they facilitate the coachee's self-discovery and decision-making process.

# Coaching process

## INDIVIDUAL COACHING & MENTORING

We can coach you face-to-face, over the phone, or on any virtual platform. We have several highly qualified and experienced coaches and coach supervisors, and we also use our experience from over 30 years in executive positions to offering mentoring to leaders through change and turbulence.



Our coaching engagements usually involve 4 to 6 1:1 sessions and potentially a three-way session with your manager, HR, or other organisational sponsor. This helps everyone to be aligned on the measurable outcomes for a successful coaching engagement. In addition, you can access psychometrics, 360-degree feedback (as required), and real-time observations if you're up for it. We will then conclude our work, with a future-focused development plan.

## QUESTIONS BEFORE ENGAGING A COACH

When finding the right coach, it's essential to ask yourself some questions to clarify your needs and expectations. Here are some questions you might consider:

### Questions to Ask Yourself

- *What are my specific goals or areas I want to work on with a coach?*
- *What style of coaching resonates with me? (e.g., supportive, challenging, directive)*
- *Am I open to feedback and willing to take action to achieve my goals?*
- *What type of support do I need from a coach? (e.g., accountability, brainstorming, skill development)*
- *What is my preferred communication and availability for coaching sessions?*
- *What budget am I comfortable allocating for coaching services?*

Once you've clarified your needs and preferences, you can then ask prospective coaches relevant questions to determine if they're the right fit for you. Here are some questions you might consider asking a prospective coach:

### Questions to Ask a Prospective Coach:

- *What is your coaching approach and philosophy?*
- *Who are you accredited with and what coaching qualifications do you have?*
- *How often do you undertake coaching supervision?*
- *Can you give examples of successful outcomes/testimonials from previous clients?*
- *How do you structure your coaching sessions, what is the duration and frequency?*
- *What strategies do you use to hold clients accountable and ensure progress toward their goals?*
- *How do you handle challenges or setbacks that arise during the coaching process?*
- *What are your expectations of me as a client, and how can I best prepare for our coaching sessions?*
- *What is your coaching fee structure, and are there any additional costs or commitments involved?*

By asking these questions, you can gain insights into the coach's expertise, approach, and compatibility with your needs, helping you make an informed decision about who to work with.

# COACHING PREPARATION DOCUMENTATION

You might want to consider the extract from our Coaching Agreement document below to prepare you for the considerations you might want to make before coaching.

**Name of Coachee:**

**Date:**

**Identify Individual Developmental Needs:** *What do you want to achieve as a result of the coaching sessions? (Please spend some time prior to the session(s) thinking about your goals and/or issues you wish to be coached on. These can be general i.e., improved confidence, become more assertive, build better relationship with XYZ colleague, manager etc, or more specific and related to a specific issue impacting on your life and/or work performance).*

**How will achieving these goals help your team and organisation?** *How are your personal development needs aligned with your team and organisational goals?*

# Our Specialisms

## COACHING TEAMS

Using the STELLAR MODEL® to diagnose the health and maturity of your team. From that baseline, you'll test new ways of working, tools, and techniques you can implement straight away to improve your processes and relationships. Our aim is for you to notice, name, and act on our interventions to improve. We run workshops, away days, retreats, supporting strategic thinking and accountable implementation underpinned by productive team relationships.

*You kept us accountable, helped us to connect and gave us a pathway forward and a way to navigate. It was the first time the team actually stopped and listened to each other.*



## COACHING LEADERS

Coaching individual leaders face to face, over the phone, or on any virtual platform. We have several highly qualified and experienced coaches and coach supervisors, and we also use our experience to mentor leaders through change and turbulence.

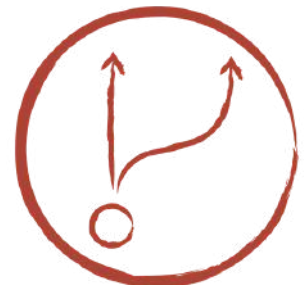
*I really enjoyed the sessions and went home exhausted and challenged after each one. It's been very thought provoking and has created some space for me to reflect on what is important to me, what I'm aligned to and where I'm really looking to be.*



## DELIVERING OUTCOMES

We support boards and senior teams to plan for the future, enabling accountable delivery of strategic goals. We run strategic planning workshops, and support organisations to design and implement delivery goals by enabling delegation, expectation setting, and accountability across the organisation.

*"When renewing our 5-year plan, Stellar Leadership Group were critical in not limiting our thinking to historical practice."*



## DEVELOPING LEADERS

We run a range of leadership programs and stand-alone master classes in leadership topics for all levels in organisations. We have a specific program of events for female leaders under our FLAG program (Female Leadership & Growth).

*Huge thanks to you for helping us mature as an organisation with a designed leadership development program, it has been an excellent development initiative and we will see the benefits in the future.*



## RESOLVING CONFLICT

We have lots of experience in helping co-workers resolve conflict. Whether it is interpersonal, professional or issues-based problems, our simple and effective method, based on well-evidenced and researched theories has a very high sustainable success rate.

*"The team come in and help you talk, and really listen to each other, then find ways to communicate well as professionals."*



### Why work with us?

We are a bit different. We help you see the problems and the solutions AND we get stuff done and make sure it works before we leave. We understand that you know what needs to be done, we help you get it done, and share our skills.

We want you to be able to sustain what we put in place, and we put effort into transfer skills as we work, making your investment sustainable for the future.

[Click HERE to find out more about our work and our future events and publications](#)



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