



talking about... executive and corporate coaching

... designing better relationships for better outcomes

What Does Our Coaching Address?

At Talking About, we focus our coaching on these key areas:

- Executive & Leadership Development
- Organisational Enhancement
- Individual Well Being
- Identity and Impact

Executive & Leadership Development

The senior management of any organisation are the creators of organisational culture and provide the context of leadership for organisational direction. Most executives have little understanding of their continual impact on those who work with and for them. We claim that their work is completely addressed through conversation and it is their identity and conversational competence that is at the heart of their effectiveness. To that end, our coaching with senior management focuses on:

- The conversational competence required of managers and leaders;
- The identity and way of being of a leader; and
- Emotional leadership.

Organisational Enhancement

Organisations are most successful when people are able to effectively and efficiently coordinate action with each other. This coordination of action is performed through conversations that generate commitments and the quality of these conversations is based on the relationships between the people involved.

The emphasis of our key work in organisational enhancement is on helping individuals and groups develop a better understanding of themselves and others and the conversational competence to be able to build better relationships. We often deliver these enhancements in the context of culture and climate change programs.

Well Being Enhancement

One of the frequent aspects of our work as coaches lies in the domain of people who are suffering in the work place. More often than not this shows up as people who are not dealing well with stress or who find themselves in conflict with others. We coach people in stress management and how to develop better strategies to deal with conflict.

Identity and Impact

Identity and impact coaching focus on understanding the current state of play, designing the identity and impact desired and developing and implementing strategies and actions to achieve the desired outcome. This work can be done with leadership teams as well as with individuals.

What is Coaching?

Coaches have been particularly prominent in the sports performance domain for a long time. Coaches intervene in the way people act so they can take full advantage of their personal skills and knowledge. In the last decade, we have seen the profession of coaching translated into many other fields – business, education, performing arts and so on.

So, what then does coaching have to do with work? Although we often know what we want in our work life, quite often we do not know how to get there. Similarly, we do not always know how to avoid what we do not want. Sometimes we do not even know what is missing other than that things do not feel right. Helping you deal with these questions and this blindness in the work situation is our job as a Coach.

At Talking About, our coaching is based on our organisational model where an organisation is seen as a network of relationships. It is the quality of the relationships that are defined by the quality of observed conversations that create the long term success of that organisation. Our coaches are highly skilled in the science and art of conversation and work with their clients to develop that competence for themselves, thereby allowing them to engage in more effective conversations and build better relationships.

As Coaches, we provide those we coach with the opportunity to break through the barriers that are holding them back in their work situation. Our coaching style recognises that the answers to their issues lie within each individual and our role is to shine light in areas where they currently cannot see. The aim is to provide our clients with new ways of observing himself or herself and his or her world, new ways to engage in action that they could not take before and become self sufficient to continue the coaching process on their own. One of the side benefits of the coaching experience is that the learning also applies away from work, often leading to a much more rewarding life in general.

Talking About Pty Ltd

**PO Box 6652,
St Kilda Rd Central,
Victoria, 8008.**

Ph: +613 9507 2464

**info@talkingabout.com.au
www.talkingabout.com.au**

Coaching Outcomes

We work with our clients to address these and other concerns:

- Maximising the value they add to the organisation?
- Increasing individual impact as leaders or team members?
- Recognising and owning problems?
- Making informed decisions about what will change?
- Engaging in specific and timely action on those decisions?
- Taking more responsibility for the management of their performance and ultimately their careers?
- Ensuring that they have the talent they need to succeed?

The key benefits to the individual lie in being able to see and act on more opportunities from which their organisation gains better business outcomes.

What Does Coaching Involve?

The Talking About Coaching Process is well structured, yet has the flexibility that individuals or organisations may require.

We begin with an **organisational contract** where we establish what organisational outcomes are required of the coaching assignment.

We then seek to **match the most appropriate coach for the individual client** ... this is very much a mutual decision about who should be an individual's coach.

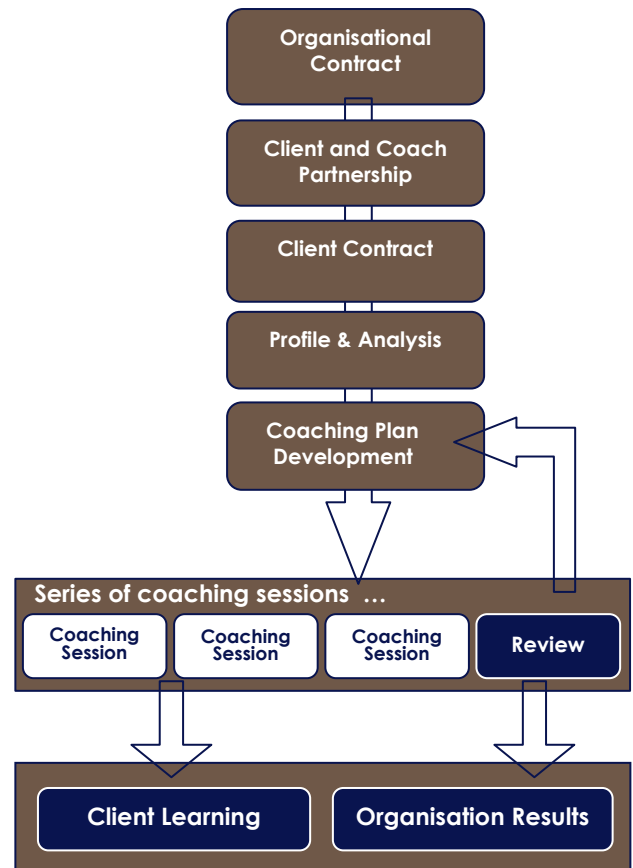
We next establish a **client agreement** to ensure mutual understanding about the practical aspects of the coaching arrangements with the client.

Once we are clear about the coaching arrangements, we work with our clients to establish a basis from which our coaching progresses. We use a number of profiling tools including Myers-Briggs Type Indicator (MBTI) and Human Synergetics' assessment tools. To add to these third party profiling tools, our Coaches also have our own profiling methodology that we apply when appropriate.

Having established a baseline for our work with a client, we develop a coaching plan. This plan sets out the key coaching objectives based on the input from the previous stages and is used as a reference point for future reviews.

Coaching sessions consist of initial goal setting, followed by a series of coaching conversations and regular reviews. The format of these sessions will be based requirements and will be regularly reviewed with both the organisation and the client. Coaching sessions would be contingent on specific client needs and objectives and to some extent emerge throughout the duration of the coaching process. The format for each session would broadly consist of:

- Review of progress to date;
- Agreement on session objectives;
- Completion of a targeted coaching activity to address specific development needs;



Our Coaching Process

- Planning actions and next steps; and
- Review of the session process and coaching relationship.

Coaching activities might include one-to-one conversation; shadow coaching; body coaching; building conversational competence; emotional goal setting and practise; or role play/skill practise.

Our Approach—The SEA of Coaching

We refer to our holistic approach as the Science, Ethics and Art of Coaching - The SEA of Coaching.

Our **SCIENCE** is well grounded in many diverse fields such as biology, cognitive sciences, linguistics and the philosophy of language. These come together as ontological coaching. We also use profiling tools that are well-researched and aligned with our approach to coaching.

Our **ETHICS** is based on an adherence to the ethical principles of International Coach Federation, of which all of our coaches are members. In our work, we focus on maintaining respect, care and client confidentiality.

The **ARTISTRY** involves our experience and wisdom in observing how people engage in living and being able to intervene in a way that is respectful, yet sometimes confronting.

For More Information

For more information about coaching, please contact a Talking About Coach on 61 (3) 9507 2464 or send us an e-mail at info@talkingabout.com.au