**Making the Most of Coaching**

**What is leadership coaching?**

Coaching is a one-to-one process for the purpose of helping you clarify your professional goals and achieve them. The ultimate goal of the process is to have a positive impact through the exercise of your leadership. Your coach will use a variety of strategies to support your learning. At times, the coach will play an instructional role, serving as your personal teacher, consultant, and collaborator. Often, your coach will take a *facilitative* approach, stimulating your learning through questioning, by providing you with feedback, helping you to analyze your perceptions and behaviors, and guiding you to experiment with new ways of doing thing. Unlike other professional development models, your coach is there to meet your individual needs.

**What kinds of thing will we do in coaching?**

You and your coach will meet on a regular basis, and each session could be different than the last one. Much of your time will be spent in conversation, but it also important for your coach to have the opportunity to observe you interacting with others. You and your coach may decide to due survey instruments to get feedback.

**Are these sessions confidential?**

Yes. Confidentiality is critical to the success of coaching. Your coach is committed to confidentiality. Your coach will not discuss your coaching relationship with anyone without your agreement.

**How can you make the most of this coaching experience?**

This is not a passive process and the process will be influenced by the degree that you take advantage of the process:

1. Build uninterrupted time into your schedule for coaching.

2. Take the initiative in asking your coach to observe you in difficult situations.

3. Be forthcoming about your problems, doubts, and toughest issues.

4. Be willing to take risks with your coach in dealing with uncomfortable

topics and by trying uncomfortable solutions.

5. Between coaching sessions, keep track of your goals and actions plans.

6. Between coaching sessions, note issues and concerns that might be

important to discuss with your coach.

7. Be forthcoming with anything your coach is doing that is interfering with

your ability to get the most out of the relationship.