



EXECUTIVE DEVELOPMENT COACHING:

Unlock the Potential of a Winning Team

Ascend 360°

SEED TO SUCCESS (S2S)

Coaching Overview

Unleash the extraordinary potential with our comprehensive coaching program, meticulously crafted within the International Coaching Federation (ICF) framework. This isn't just a course; it's a powerful, 12-session journey designed to equip you with the skills and mindset to thrive in today's dynamic world. Step into a future where you lead with impact, inspire genuine change, and create a legacy of resilient success.

Coaching Methodologies

The coaching methodologies to be employed during the engagement include:

- 1) One-on-One Coaching Sessions: We set specific, measurable, achievable, relevant, and time-bound (SMART) goals and monitor the delivery of goals throughout the agreed timeline.
- 2) Coaching Techniques: Proven coaching methods such as GROW (goal, reality, options, will) and solution-focused coaching are used to help employees find solutions to challenges and develop new skills.
- 3) Tracking and Accountability: Coaching monitors progress through self-accountability. The coachee tracks and reports progress in every session.



Sessions	Learning Outcomes
Session 1	1) Coaching Introduction and Differentiation to Other Learning Offerings 2) Coaching - End-to-End Process Overview 3) Connect - Personal Mastery - Self Awareness and Self-Management 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)
Session 2	1) Contract - Coaching Context - Agenda Setting 2) Contract - Coaching Context - Outcome Setting 3) Contract - Coaching Context - Goal into Process and Actionable Tasks 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)
Session 3	1) Clarify - Probing 2) Clarify - Discerning 3) Clarify - Mindset or Mental Frame 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)
Session 4	1) Challenge - Decoding Disempower State 2) Challenge - Disempower to Empower State 3) Challenge - Reframe and Unlocking Individual Potentials 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)
Session 5	1) Co-create - Idea and Goal Direction 2) Commit - Goal Plan and Process 3) Commit - Goal Ownership and Process Accountability 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)
Session 6	1) Change - Behaviour Disposal - Goal Saboteurs 2) Change - Empowered Behaviour Discovery 3) Align Mindset, EQ and Action - Science 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)

Sessions	Learning Outcomes
Session 7	1) Thriving in Organizational Social Interactions - SCARF Framework 2) SCARF - Status and Certainty - Threat and Rewards 3) Align Mindset, EQ and Action - Art of Teamwork 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)
Session 8	1) SCARF - Autonomy - Threat and Rewards 2) SCARF - Relatedness - Threat and Rewards 3) SCARF - Fairness - Threat and Rewards 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)
Session 9	1) 4 Stages of Competence Levels 2) Change - Competence Gap - Self Reflect 3) Change - Empowered Action Discovery 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)
Session 10	1) Performance Levels - 4 Levels 2) Performance Levels - Extrinsic and Intrinsic Maturity 3) Performance Levels - Self Reflect 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)
Session 11	1) High Performing Team - Characteristics 2) Teamwork - Demonstrable Characteristics 3) Self and High Performing Team - Self Reflect 4) Progress and Performance - Practical Application Sessions with Coachees (1:1)
Session 12	1) Presentation of Achievement 2) Overall Outcome Planned vs Delivered 3) Value Delivered and Realization 4) Identify Key Self Behaviour, Mindset or Action contributed to successful Goal Achievement



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