



SOLUTION BASED COACHING™

BRING LEARNING TO LIFE

WHY IS THIS CRITICAL?

A successful coaching relationship encourages and develops individuals to live out their mission and vision to the fullest extent by recognizing strengths and applying them as appropriate and necessary. It is a venture of personal and professional discovery. Organizations are discovering that when authentic dialogue occurs and feedback is rich, significant growth and development takes place for all members of the workplace partnership: employee, manager and organization.

WHAT IS IT?

Coaching is the development and maintenance of a relationship with another individual(s) for the purpose of furthering performance in key strategic areas through goal setting and candid dialogue, resulting in measurable forward movement. At CSI, those key areas are Career Development and Engagement and are driven by the mission and/or vision of the organization as well as the individual. Based on CSI's award-winning workshops, **CareerPower® Classic**, **CareerPower Classic® for Managers** and **Love 'Em or Lose 'Em®**, the coaching option allows participants to:

- Expand workshop experience to answer questions not addressed in the session.
- Tackle challenging, individual issues that can be openly addressed through Career and Stay Conversations.
- Establish and work toward goals and objectives that mutually satisfy the employee as well as the organization.
- Provide expanded value using workshop tools applicable to the situation.
- Explore opportunities to apply key concepts of the workshops to provide win-win solutions for the partnership of organization, manager and employee.

HOW IT WORKS

Solution Based Coaching™ is an experience that begins with an understanding of the 'State of the Business', via survey results, performance reviews, workshop application and/or changes in the organization's mission or vision.

- Goals and objectives are established at the onset of the engagement and activity is tracked against those measurements to ensure accountability at every session.
- In addition to the 'coach' and the 'coachee', there is a manager/sponsor who adds perspective on the status of the engagement. This person provides an objective view of how the process is moving forward and what results are being observed. This added perspective provides the coach with insight as to how the engagement is going, as well as when and where to course correct, if necessary.

OUTCOMES

As a result of participating in one of the SBC tracks, participants are able to:

- Take on renewed ownership of key workshop messages and components.
- Create a fine-tuned action plan and hold vibrant conversations.
- Uncover obstacles which will in turn strengthen commitment to broadened experience, exposure and education.
- Develop key links to organizational mission and vision and solutions from the coaching track.
- Clarify and live key messages and components of the training to keep them alive in the workplace.



Coaching isn't just for team or senior leaders: it's for every employee at every level within your organization. And, it's the coaches role to further performance and to unleash potential. It is that simple and can be exactly what's needed to embed engagement and career development into the fabric of your organization.

"This was such a great experience. Thank you for your energy and passion for our careers and development. I am indebted to you."
– Digital Analyst in Financial Services

