

Lime

THE LIME GROUP



Introduction to Coaching

What is coaching?

Coaching facilitates your ability to operate at your best

Coaching is...

- A trusted partnership that helps you reflect on where you are and where you want to go
- Clarifying your strengths and how best to capitalise on them
- Exploring the challenges you're facing and the ways in which you can manage them
- Identifying critical priorities and learning how to manage them most effectively
- Experimenting with new ways of increasing your effectiveness
- An opportunity to put structures in place to ensure your personal leadership changes stick

Coaching is not...

- Just another thing on your plate - it should help you take things off of it
- A performance management relationship to judge your effectiveness – it is a developmental relationship to help increase your capabilities
- A relationship in which you will always feel comfortable – change can be challenging – coaching should help you navigate through uncomfortable situations
- Personal relationship advice – it's a series of focused leadership conversations designed to help you step more effectively into your role

Coaching is business + personal

Dealing with personal obstructions can lead to better business results

As an individual

The foundation for growth and improvement is understanding your personal motivators, mindsets, strengths and blocks.

These often travel with you from role to role if not addressed.

Typical areas of exploration

- Your areas of interest and passions
- Why you took the role you're in, the path you're on and what excites you about both
- Longer-term aspirations

In order for you to get the best results from coaching, we will be exploring your role and responsibilities, as well as your personal passions, aspirations, fears and questions.

As an executive

Coaching helps you develop as an executive in order to support your business goals. It explores the impact of your style on the results you get and builds flexibility and capability in leadership skills.

Typical areas of exploration

- Current dynamics with your team and key stakeholders
- Feedback and / or self perception of strengths and development areas
- Critical business priorities

Lime's approach

Building skills while addressing current business issues

Lime's approach to coaching integrates elements of structured development with the fluid, business-issues focus of advisory. The result is an approach that builds capabilities in parallel with working on the most important business issues at hand. Developmental input and feedback delivered in the flow of getting work done has significantly greater impact than when delivered out of context.

Leadership
coaching

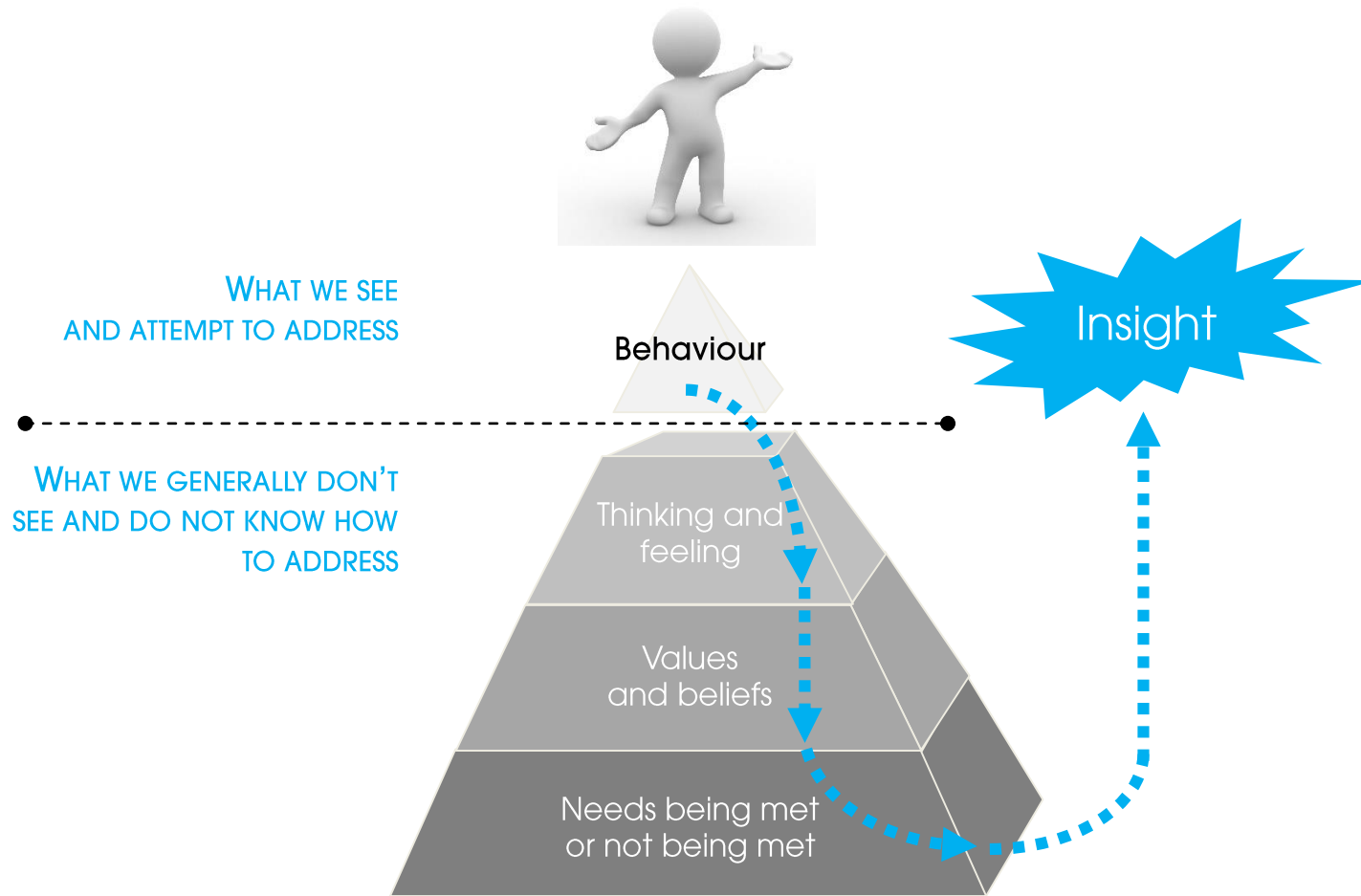
Coaching is both an individual journey and a structured process of support and challenge that is designed to increase self-awareness, generate new insights about the business and others, and expand the coachee's behavioural capabilities. The ultimate goal is to accelerate the development of individual leader's capabilities and in doing so optimise individual and organisational performance.



Business
Advisory

Business advisory is guidance and advice that accelerates progress by considering the relationship between specific business issues and the dynamics of the coachee and team. Prioritisation and decision making skills, communication and relationships between team members, and change leadership skills are considered in the context of the current business strategy, goals and performance.

Leadership coaching works at deeper than surface level



Internal levers
"What I do to my environment"

Core coaching elements

Successful coaching occurs both in dedicated one-on-one sessions, and in reflection and action between sessions

Fortnightly coaching sessions

We will meet for approximately one hour each fortnight. Lime believes that thoughtful conversations occur most successfully face-to-face, so we strive to have in-your progress against goals and current challenges. It is a confidential space to discuss concerns, explore new ways of doing things and to try them out. Your coach will be a sounding board, will share best practice information and will also, at times, push you.

Structured actions

Between coaching sessions, you may complete specific actions in service of your developmental goals. The goal is not to assign more work to your busy schedule, but to enable you to operate more successfully within it. One of the structured activities included will be the Strategy Retreats, where you will work on the strategic shaping of the business and your role. It will also create the environment to work on coaching elements together with Blair/James.

A practice of reflection

Coaching is as much a mindset as it is a series of sessions and structured activities. To help you achieve your goals, we ask that you become increasingly aware of and intentional in the work that you do. We use the analogy “being on the balcony and in the dance” as a way to describe this process of reflecting on your actions as you are taking them. You may want to write down your reflections in a journal, or share them with a colleague.

Your first coaching session

During your first session, you will cover the following:

1

The context

- What to expect from coaching
- Understand the core coaching elements
- Overview of the coaching program

2

Confidentiality

- Talking about what we will keep in confidence and what you may choose to share with selected colleagues

3

The coaching relationship contract

- Thinking about what you need in order for coaching to be successful
- Aligning on how you would like to be coached and contracting for that
- Things to consider:
 - > What will enable you to receive feedback most effectively?
 - > How can we help you hold yourself accountable for your goals?

4

Setting up your 360 to launch the coaching

- Identifying what sort of feedback would be most useful, from whom and how

5

Coaching objectives

- Clarifying your key objectives from the coaching program
- Identifying potential ways to measure progress

6

Next steps

Getting the most from coaching

Prior to Coaching Session

- Take ownership and commit to the coaching process
- Allocate 15 minutes of time to reflect before the start of your coaching session
- Reflect on the previous week – What did you notice? What challenges did you face? What did you explore?
- Write brief notes on:
 - > What you learned (what worked and what didn't)
 - > Questions or concerns that you have

During Coaching Session

- Be open to exploring new ways of thinking
- Be willing to try new modes of behaviour
- Be patient with yourself and stay in conversations that do not reach immediate conclusions
- Listen from a position of inquiry
- 'Lean in' to moments of discomfort in service of achieving the things that you want
- Make it a priority to drive toward clarity – get as clear as possible on your goals, outcomes and objectives

Following Coaching Session

- Leave at least 15 minutes between the end of your coaching session and your next meeting
- Read the supplementary coaching content sent to you after your coaching session
- Reflect on the coaching conversation and take action to move yourself forward
- By the end of the day, tell at least two people about your assigned actions for the week
- Think about your specific actions and put the first few into play by the end of the day