

Alignment Coaching

When Alignment Coaching Is Used

Whilst performance coaching focuses on specific work place performance or behaviours which are typically more tactical, and tends to be content specific and working with specific situations.

Alignment Coaching is more foundational in its nature and works with values and attitudes, and the congruence of these between those of the individual and the organisation.

Alignment Coaching is used where there is a lack of alignment between the individual manager and:

- their role
- the changed state of the organisation
- organisational values or objectives

The Alignment Coach works with the individual manager to help them agree and deliver one of 3 options, which are:

- Realignment with their existing role
- Creation of and alignment with a new role in the organisation
- Transition to an external role

Suitable For

For individuals who are no longer aligned to their role or organisational goals, or to a role they will need to occupy in the future.

Aim Of The Alignment Coaching Programme

To help individuals to explore their current situation realistically and agree an appropriate action plan to move forward positively.

To help them to understand their values and goals, and ensure that the options they choose and move forward with are in alignment with these.

The Alignment Coaching Programme

The Alignment Coach works with the individual manager, and assists them to:

- Identify their values
- Understands & assesses their current situation
- Identify what they want their future self & situation to be like
- Agree or learn a new self image
- Assess their future options
- Develop an appropriate action plan for the chosen option
- Implement the agreed action plan for alignment in the current situation or new situation

The Alignment Coaching Framework

In delivering the Alignment Coaching programme, the C.L.E.A.R. coaching model is used.

C. contracting: opening the discussion; setting the scope; establishing the desired outcomes; agreeing the ground rules

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L. listening: using active listening, questioning skills and interventions to establish the clients understanding of the reality of the situation; generate personal insight.

E. exploring: helping the client to understand the personal impact the situation is having on them; challenging the client to think through possibilities for future action to resolve the situation

A. action: supporting the client in choosing a way ahead & deciding next steps

R. review: reinforcing the ground covered, decisions made and value added

Coaching principles

JSS Management Consultants are committed to maintaining & promoting best practice. Our Coaching Code of Conduct:

- ensures the highest standard of professionalism at all times
- creates the safest environment for individuals to be coached within
- promotes best professional practices