

COACHING FAQ's



What is coaching?

The term 'coaching' elicits many definitions and opinions. Key distinctions of coaching are that:

- Coaching is a **collaborative relationship** where both coach and individual are **mutually focused on the individual's success**, as defined by the individual
- The coach **facilitates the individual's process of discovery, learning, and advancing action**
- The coach **does not teach, tell, or advise** the individual, but instead **asks powerful questions**
- The coach needs to be **well-trained**, competent, and committed to coaching skills, standards, and **ethics** to evoke the potential of the individual
- The individual and the coach both **set the agenda**
- Coaching is **NOT** training, mentoring, counseling, consulting, or therapy

What are the top reasons coaches are engaged?

Organizations and people utilize coaching for several reasons including but not limited to:

- Improve organization and individual productivity
- Address derailing behavior
- Facilitate organizational changes (i.e., transformation)
- Develop the capabilities of high potentials
- Serves as a sounding board for strategic decisions
- Serves as a sounding board for organizational change
- Develop critical competencies and capabilities
- Support executive career transitions (i.e., onboarding, promotion, and retirements)
- Develop management teams

Who typically initiates the coaching relationship?

Human Resources (HR), the employee's Manager, or the Coachee typically initiates the coaching relationship.

Is coaching confidential?

Yes! At OEC² Solutions, we are committed to upholding high ethical and professional standards. Our coaching professionals respect both the individual and the organization's rights to privacy and confidentiality.

What are the executive coaches qualifications?

Our coaches have advanced degrees in their field, held senior leadership positions in organizations (i.e., C-level, VP, Director) and possess extensive executive-level coaching, business, and industry experience.

How long does the coaching engagement typically last?

Our typical coaching engagement is 6 months In duration, but we can support clients anywhere from 3 to 12 months, depending on the situation.

How is coaching delivered?

Coaching sessions are delivered face-to face, via telephone or a mixture of both.

How often do we meet and how long do the sessions last?

Once the coach reviews the assessment data, we conduct the feedback session and set goals with the coachee; they establish a regular meeting schedule that lasts 60 minutes (See the Coaching Process). This consists of bi-weekly meetings or may progress to monthly meetings depending on the situation.

Whom do you keep apprised of the coaching engagement's progress?

The coach establishes at the outset with the coachee, the manager, and others (e.g., HR) involved the confidentiality and process for the coaching engagement.

Do I have access to the coach outside on regular schedule time?

Yes! You have the ability to have "on demand" access to the coach outside of a scheduled session.

What does the process look like?

Our coaching process consists of 6 phases:

1. Initial Agreement and Contacting
2. Assessment
3. Feedback
4. Action Planning
5. Coaching Intervention
6. Measurement

Do your coaches adhere to Code of Ethics and Standards of Professional Conduct?

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