

## *What is Coaching?*

Some useful definitions:

“Coaching is defined as a method of unlocking a person’s potential to maximise their performance. It is the ‘art of facilitating the performance, learning and development of another.’ ” (Myles Downey, 2003)

“It is a collaborative, solution-focussed, results orientated and systematic processes in which the coach facilitates the enhancement of work performance, life experience, self-directed learning and personal growth.” (Dr. Anthony Grant, 2001)

“Coaching is a form of learning, where a person supports someone else to make progress in some way. Progress might include; to reach a goal, solve problems, or create learning and change. An effective coach blends skills of questioning, listening, observation and feedback to create conversation rich in insight and learning.” (Julie Starr, 2003)

## *Chloe’s Approach to Coaching*

The chemistry between coach and client is vital to give the best results for client growth. As a coach I focus on creating a safe environment and together we build a relationship built on trust, openness and authenticity. It’s important that as the client you feel able to broach any topic with your coach.

I am a non-judgemental, non-directive coach with a positive focus on solutions. My approach is high support and high challenge, I believe in your absolute potential and our objective is to unlock this.

I have a number of different coaching models and exercises developed through my training. These will be used, according to your agenda, to raise awareness and give you space to process your thoughts.

As the client you decide the agenda. Through the coaching I will support you to work on your solutions to increase your sense of purpose and confidence with a lasting effect.

## *Coaching with Chloe Structure*

All of my coaching projects include a discovery call where we can understand whether the chemistry will create the best environment for your development.

During the discovery call I will also talk you through contracting so you understand my commitments to you and our shared commitments to the coaching project and your goals.

If you are happy to proceed the coaching project will be defined. All of my coaching projects follow the below system:



I have multiple techniques specific to personal development objectives whether to increase confidence or decide next career steps, these are tried and tested to support your goals.

### *Chloe's Background to Coaching*

I have always had a passion for communication and developing others. During my 14 year career in engineering I adopted a coaching/mentoring management style with my team and colleagues. My support and challenge pushed several team members to explore new roles more closely linked to their interests and ambitions. I left my role of Head of Customer Service in engineering in 2020 to focus on coaching and training teams on development, communication and collaboration. I completed ILM Level 7 Coaching and Mentoring for senior executives Course in early 2021 to increase my knowledge in the field and am committed to my continued personal development as a coach.