

# *Elevate Your Impact*

## **One-on-One Coaching Assurances**

***Welcome to your journey of serving as an executive coach, providing one-on-one coaching to other executives striving to grow as executive coaches!***

Executive Coaching is the manifestation of servant leadership, as one seeks to draw out, inspire, and develop the best and highest within people from the inside out.

This tool serves as a roadmap for outlining the assurances and anticipated outcomes of the one-on-one coaching experience. By clarifying goals, aspirations, and expectations for the executive coaching one-on-one process, coaches and clients/coachees will understand what to expect, paving the way for a rewarding and impactful coaching journey.

Key assurances that will guide the work and lead to meaningful growth and development include, but are not limited to the following.

### **Performance Assurances in Serving as an Executive Coach:**

**Professionalism & Timeliness:** As part of the coaching assurances, it is expected that the executive coach will collaboratively schedule a minimum of one approximately 1-hour coaching sessions per month with the client. These sessions should be carefully timed to facilitate meaningful and impactful conversations, allowing for uninterrupted focus on the client's needs. The coach is committed to providing a professional environment conducive to growth and development. This includes thorough preparation in advance of each session, maintaining a high level of professionalism and confidentiality throughout the coaching process, and offering follow-up summaries and ongoing support to ensure the client's progress and success.

**Personal Growth:** The individual undergoing coaching expects personal and professional growth. They should anticipate gaining deeper self-awareness, understanding their strengths and areas for development, and enhancing their leadership abilities.

**Skill Development:** Assurances include acquiring new coaching skills and techniques, directly aligned to the **Executive Coaching Framework**. This could involve but is not limited to, learning effective questioning techniques, active listening skills, inspiring motivation, strategic challenging, and adding value.

**Understanding Coaching Dynamics:** Assurances involve gaining a deeper understanding of the dynamics involved in the coach-client relationship. This includes learning how to establish trust, manage boundaries, and navigate challenging conversations.

**Confidence Building:** Assurances often revolve around building confidence in coaching abilities. Clients are encouraged to seek reassurance and guidance on how to handle difficult coaching situations.

**Goal Achievement:** Through the skillful guidance of the coach, clients are expected to set and achieve specific goals throughout the coaching process, directly aligned to the **Executive Coaching Framework** and the initiative milestones. These goals may relate to personal development, refining coaching best practices, or increasing effectiveness as an executive coach.

**Achievement Tracking:** Throughout the duration of the experience, the coach will be responsible for the completion of achievement tracking, noting the number and duration of the coaching engagements. Personal growth milestones will remain confidential between the coach and client.

## Expected Outcomes for One-on-One Coaching:

**Enhanced Coaching Skills:** Clients should demonstrate improved coaching skills, aligned to the **Executive Coaching Framework**. They should be able to adapt these skills to various coaching scenarios and client needs.

**Increased Self-Awareness and Discernment:** Coaches and clients should have a deeper understanding of their own strengths, opportunities for growth, values, and beliefs. This self-awareness enables both individuals to better serve their coaching clients and navigate coaching dynamics effectively.

**Confidence in Coaching Abilities:** Through practice and feedback, the client should gain confidence in their coaching abilities. They should feel comfortable taking on challenging coaching assignments and trust their judgment in guiding clients toward their goals.

**Client Satisfaction:** As the client hones their coaching skills, they should see positive outcomes in their clients. This could include improved performance, increased self-awareness, and achieving personal or professional goals aligned with the milestones within the initiative.

**Professional Development:** The client should be equipped with the knowledge and skills necessary to continue a successful role as an executive coach.

**Continued Learning:** Executive coaching is an ongoing journey of learning and growth. The client should develop a mindset of continuous improvement, seeking out opportunities to further develop their skills and knowledge in the field.

***Thank you for embracing the journey with professionalism, courage, curiosity, and a sense of purpose, knowing that transformation for all is well within reach. May this coaching experience be a catalyst for growth, fulfillment, and the realization of the highest potential for all.***

***The purposes of a person's heart are deep waters,  
but one who has insight draws them out.***

Signature of Coach: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Coachee: \_\_\_\_\_ Date: \_\_\_\_\_