

Your coaching at a glance

A shortened example for a fictional leader, Sarah, who leads a team of eight. A real programme is longer and private to the leader; this summary shows its shape.

What she is working on

HER COACHING TOPIC

Letting my team solve day-to-day problems without me stepping in.

WHY IT MATTERS TO HER

- Her days go on other people's problems rather than the work only she can do.
- Two of her people are ready to grow, and they can't while she holds every decision.
- She wants her evenings back without worrying that things will fall apart.

Her objectives

Each objective says what will be different, then grows in small steps on her real work.

1. Letting the team solve problems

More able to let the team solve problems she would once have fixed herself.

Weeks 1–4 Notice the urge to step in, without acting on it

Weeks 5–8 Ask one question before giving an answer

Weeks 9–16 Hand one decision a week to the team

2. Setting priorities clearly

More able to set the team's priorities once, clearly, so they can act without checking with her.

Weeks 11–16 Write the team's priorities once every two weeks

Weeks 17–26 Point the team back to the priorities before giving an answer

Six months, two weeks at a time



How the six months run

- 1 Agree your topic**
You answer a short, private questionnaire. Your coach proposes a coaching topic in your own words, and you approve it or change it.
- 2 Receive your programme**
Your coach builds your programme from what you wrote: your topic, why it matters and your objectives. You approve it and choose your start date.
- 3 Two weeks of noticing**
For the first two weeks you change nothing. You notice how you handle the moments in your topic, and you start a short morning practice, three or four mornings a week.
- 4 Practise on real work, two weeks at a time**
Each practice is built on something you face now, from 15 minutes, three or four times a week. You can email your coach twice during each practice, with a couple of questions each time.
- 5 Reflect, then the next practice**
At the end of each practice you fill in a short reflection. Your coach reads it and chooses your next practice with you in mind. If you need more time, you can extend a practice by one week, once for each objective.
- 6 Completion**
A final reflection, then your completion report: what changed, what you can keep doing on your own, and a thank-you from your coach.

WHAT STAYS PRIVATE

Your questionnaire, practices, reflections and full programme are yours alone. If your employer pays, they see only the objectives agreed with them, your progress and a final report, in words you approve first.

YOUR COACH

A certified coach reviews every document before it reaches you. AI helps prepare drafts in the background, and it never replaces the coach.

This is an example. Every programme is built from the leader's own words, so no two are the same.

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