



Coaching Engagement

What to Expect

I look forward to working with you on your leadership growth and personal impact journey. Together we'll work to achieve the goals you set to lead impactfully and live holistically.

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I. Getting started:

Exploratory Call:

Exploratory call is where we meet to determine whether we are a good fit to work together, and whether we are on the same page before we begin.

During the call:

1. You will understand what coaching is, if you haven't worked with a coach before.
 2. We will explore what brings you to coaching, your current challenges and barriers, your future aspirations, career, and life goals.
 3. You may ask me about my journey or experience, or even how I work - my style, my ethos, my skills. Coaching is a very personalized journey and every coach will embody a different style, so you may gauge if my style is something that will bring out the best in you.
 4. We will also talk about the journey that will be the most effective - both financially and with respect to achieve your goals. You may ask me any questions you might
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have about the financial or time investment, frequency, how will we measure your Rol that is important for you to decide if we are the right fit.

[Schedule Exploratory Call](#)

‘Experience Impact’ sessions:

Experience Impact sessions are intensive sessions designed for you to experience what it would be like to work with me in a coaching engagement.

Sometimes it is hard to take a call through the exploratory call if you would like to work with me or if I am the right coach for you. With experience impact sessions, you invest in yourself and your belief in making the right call.

You will leave with deep insights about yourself, where you are, and what might be the next best steps for you. And we both will experience working together, to co-design if we would like to continue the journey of working together.

During the call:

1. You will spend some time reflecting on your current challenges and barriers, and your current opportunities.
2. You will come into the session, having taken an assessment, and with deep clarity of area you would like to focus on during the call and walk away with, after the call.
3. We will zoom in and focus on one specific area, take the time to reflect where you are and where you want to be, and move an inch closer in closing that gap.
4. You will understand what coaching is, my coaching style, and what it would be like to work with me.
5. In the end, we will talk about the journey that will be the most effective - both financially and with respect to achieving your goals. You may ask me any questions you might have about the financial or time investment, frequency, how will we measure your Rol that is important for you to decide if we are the right fit.

[Schedule Experience Impact Session](#)

II. About roles - Coach and Coachee

Your Role as a Coachee:

Here's what coaching will require from you:

1. Commitment to your growth, success, and towards taking action each week towards achieving your goals.
2. Taking responsibility for the results of the coaching process.
3. Seeing every interaction as an opportunity to integrate and synthesize the coaching outcomes with your own thinking, speaking and action.
4. Being honest with yourself and me even if it is hard and uncomfortable.
5. Having fun with the process, do not take yourself too seriously here, and be open to experiment with various tools and techniques.

Here are my assumptions of you:

1. That you have come to engage in a coaching relationship because you want to lead an impactful and purposeful life.
2. That you are passionate, committed, and ready to go through the inner journey, be open to your blind spots, take the necessary actions to change what needs to be changed, and learn skills that are critical for your growth and success.
3. That you are totally and whole-heartedly invested in your growth.
4. That you give me full permission to be honest, open, and direct with you, with your best interests in my heart.
5. That you also give me permission to fail, when I bring coaching skills, tools, and resources that might not work for you. Think of me like an AI tool. I learn with testing and training.

My Role as a Coach:

Here's what you can expect from me:

1. Create a safe space free from judgment and bias, to connect with your natural self to navigate your own journey of change, growth, and impact.
2. Respect and support your vision and goals - whatever that may be.
3. Provide structure that supports you in making conscious choices.
4. Challenge your self-limiting beliefs and fears, and step outside your comfort zone, as you work to bridge the gap between where you are now and where you want to be.
5. Actively and objectively listen.

6. Be a truth teller - give you honest and constructive feedback. I am not confrontative, or headstrong, instead I will invite you to explore different perspectives and choices.
7. Coaching holds you whole and sees you as the master of your life, so the most powerful tool in my toolbox is 'powerful questions'. You can expect a lot of questions from me to help you reflect, discover, and uncover your own solutions.

Here's my commitment to you to:

1. Hold your and only your agenda.
 2. Hold you as naturally creative, resourceful, and whole.
 3. Hold you bigger and see you bigger than you see yourself.
 4. Be completely honest in all our interactions.
 5. Champion you when you are unable to champion yourself.
 6. Challenge you when you are unable to challenge yourself.
 7. Support you on your inner journey to become more aware, conscious, and connected.
 8. Be honest when I'm failing or feeling stuck with you, so together we can redesign and redirect our collective energy in moving you forward.
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III. How to make the most of your coaching engagement and sessions

1. **Set clear objectives:** Coaching works best when you have clear objectives - for both the coaching engagement and each session. While the coaching engagement goals will be set in the first few sessions, it may happen that sometimes one may feel overwhelmed or a sense of stuckness for a session. If you are not sure what your topic for the session is, show up nevertheless, and you can discuss with me and discover what might be coming in the way of your clarity.
 2. **Showing up:** Life happens and there may be times when you might have to cancel or reschedule a session. And that's okay. Although, sometimes you are not sure what you want to talk about or at times you may have not been able to take the designed actions between sessions. Show up nevertheless, irrespective of where you are or how you might be feeling, because this is exactly the place where there is no judgment and where you'd want to be to get clarity, unstuck, and move forward.. Success comes with persistence and changing our self-limiting patterns..
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- 3. Be open to unplanned discovery and growth:** While you may work with me to accomplish several specific objectives and much of the time the focus is on your goals, the by-product of that often is - self-discovery - seeing yourself through new light and new lens - which may also change the way you see your goals and what you want to achieve. As I work with you, we will identify blindspots and areas where there is room for growth. I may assign you some assessments, to aid that discovery process. This discovery process is natural, so while it may not happen immediately, know that it will likely happen.
- 4. Bring your whole self:** Part of working with me as your coach is that I will ask a lot of you - in pursuit of your set goals. By bringing your whole self, you allow me to bring my whole self too, and experiment with fresh approaches, challenge you to look within, be comfortable with uncomfortable, redesign parts of your leadership and life that are not working for you. Being whole in the coaching process, you will find it easier to achieve your goals and live an integrated and fulfilled personal and professional life.
- 5. Prepare for your sessions:** Ahead of your coaching session, take some time to reflect on the week, on the learnings of the activities assigned, what has come up in the past few weeks that is taking you away from your goals or focus, and what would you like to focus on - topic of discussion - during the session. Coming prepared for the session makes effective use of the time you have with me.
- 6. Follow-through on the action items:** With each session you will walk away - either with next actions, a challenge, a reflection, something to chew on, or even resources to read through. Following through on the co-designed action is an important part of coaching that is the impetus for your growth. Magic and 'a-ha' moments can take place during the session, but can equally happen in between sessions through the action items.
- 7. Focus on yourself and well-being:** Coaching can take a lot out of you and your energy - emotionally, intellectually and physically - as you will face your demons that we normally avoid to even look at, let alone accept them. We will together carve out what this energy re-fuelling can look like for you - one that is natural to you, you enjoy doing, and one that is also sustainable
- 8. Empowered relationship:** You and I are at the same level. We are equal partners in this relationship. I am no better or more learned than you, and neither are you more better and learned than me. You are a master of your life, yourself, and the skills you need. I am the master of facilitation and the coaching process who will help you connect and achieve your goals. While you will learn and go through this

process, I will learn from you too through the same process. Carrying a mindset of equity is critical for the success of coaching, the coaching process, and our growth.

- 9. Regular cadence:** While for the most part, you will have the flexibility to design your own cadence for scheduling sessions, through my experience I have learnt that meeting regularly - every two weeks - keeps the momentum going and on track in pursuit of goals. You will make the most progress and get the most out of coaching when we meet regularly.

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