

## Personal and Professional Coaching Services

The relationship between coach and client is co-creative, we are in partnership. We will work together to bring about the change the client seeks, working collaboratively to reach their goals, tapping the source and liberating their personal power. The coaching experience will stretch, empower and excite.

### Key components:

• Personalized approach	• Confidential	• Client Centered
• Honest	• Challenge and support	• Accountability
• Trust and respect	• Skill development & enhancement	• Self-Exploration
• Increase productivity	• Foster growth and development	• Safe environment
• Identification of purpose	• Elimination of negative patterns	• Results focused

### Executive Coaching:

Includes assessment, creation and implementation of development plan, coaching sessions and an evaluation. Coaching plans are customized according to the organization's and the individual's needs.

### Benefits:

- Develop high-potential talent
- Invest in identified individuals to develop and expand their leadership and managerial skills
- Develop specific skills needed for the position

### Process:

- Contracting
  - Initial conversation with leadership team.
    - Identify objectives, fee structure, responsibilities and timetable
  - Meet with coaching client
- Conduct Assessment
  - Review existing data: performance review, development plans, etc.
  - Values assessment
  - Assessment methodologies include:
    - One-on-one interview with client, leadership, team, direct reports, clients
    - Shadowing
    - 360-degree feedback
    - Utilization of assessment tools
- Create Development Plan
  - Identify desired outcomes, measures and time line
  - Detail content and purpose of coaching sessions and activities
  - Develop process for keeping board informed of progress
  - Establish ground rules:
    - Confidentiality
    - How will we will work together
    - Cancellation, etc.
- Implement coaching process
  - Implementation of the development plan, one-on-one coaching sessions
- Evaluation
  - Compile and deliver progress report

- Conduct follow-up and reinforcement conversations
- Debrief with organization's leadership

**Personal Life Coaching:**

Monthly individual coaching provides the highest level of opportunity and personal support to assist client in reaching desired results quickly. Coaching can be accomplished by telephone or in person. Monthly program includes:

- Three one-hour coaching sessions per month
- Email access for support between sessions
- Limited phone conversations between sessions

**Group Coaching:**

Group coaching sessions are offered to individuals who enjoy a collaborative learning environment which affords them the opportunity to share with others and gain the collective wisdom of multiple participants.

**Custom Packages:**

- Coaching solutions designed to meet the needs of your organization:
- Team building
- Group coaching,
- Executive coaching, and more.

**Contact Cherie:**

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