

## The Coaching Process

All coaching is done using an exclusive\*, and exceptionally powerful method - *The Four Windows Process*.

Together we'll work through a series of actions designed entirely to provide a status review of your life using 4 distinct windows. You and I will create a new plan for moving forward with your career and business. Unlike other coaching methods which are tactical in nature, your final plan will be strategic, holistic, and encompassing. When you move on, there will be *No Walls* to hold you back.

This reasoned and methodical approach will help you to understand where you are, what you want, and how to get there.

## What Are The Four Windows?

### Window 1 – The Foundational Window:

#### 1. Reviewing your life currently - What's Great, What's not-as-Great, and What's Just Not-Good.

- We'll review how you're doing at this stage using:
  - i. outside psychometrics studies such as 360 Degree Reviews, Annual Performance Assessments,
  - ii. anecdotal feedback from business partners, spouses, family members, and of course your own opinion
- The Twin Lives Concept – each of us have a Professional Life and a Personal life. We've been taught to keep them separate.
  - i. This just doesn't fly.

#### 2. Looking at a better future – What it is you're Looking For.

- We'll jointly develop a vision of your life in the future. This vision will consider:
  - i. Employment – levels, responsibility, status
  - ii. Wealth
  - iii. Personal Needs – time balancing work and home

### Window 2 – The Attributes Window:

#### 1. Understanding Your Areas for Development

- Focusing on your weaknesses doesn't really support you moving forward, but it is good to be aware of them as a team.
- - i. Often what supports a client is not the things they add to life but the things they take away. Our Action Plan may be removing vs. adding
  - ii. We will consider your business environment and culture to review what works and doesn't
  - iii. Support programs and individuals in place at work and on the personal front

## 2. Assessing your Strengths

- Most of us have a fairly good idea of our weaknesses. Few take the time to methodically consider all of our strengths.
  - i. Some even take them for granted; or believe that because they are good at something, it's nothing special and probably others are good at them too.
  - ii. Building on your 'learned' skills for fast performance improvement
  - iii. Reviewing your 'natural' talents and skills to determine other new opportunities

## Window 3 - The Window of Evolvement:

### 1. Your Individual Life Plan

- Most executives report that they are better at managing their business than their personal life.
  - i. We'll use additional testing and assessment tools to contemplate new opportunities so you can move faster while spending fewer hours on the job
- Replenishment / re-energizing options
- Discussion and review of opportunities on the personal front. I have found that executives often consider this element as the last thing to focus on, but results prove it is a critical element for holistic success.
  - i. 30 Key Goals will be established reconsidering existing plans and establishing new ones.
  - ii. We will create an action plan for each desired goal and develop the timeline and steps needed to get you there at the soonest date.

## Window 4 - The Window of Opportunity:

### 1. Establish Prioritization

- Dealing with our True Priorities – Using conjoint analysis, clients choose between the intellectual and emotional at this stage
- We finalize the Top 10 1 Year Goals, and develop multi-year plans
- Setting up structure to support the actions you need to take is an important step in the process of achieving goals. To be successful, we want to prepare ahead of time.

## 2. No Walls will Hold You Back

- How to ensure a Life of Ongoing Success
- The Law of Attraction
  - We create what we expect
- The Concepts of Abundance vs. Lack
  - Overcoming 'market conditions'
- Anticipating Slippage
  - Scheduling Follow - up activities and dates

\* ServiceMark Pending