



OLCC

Organizational
Leadership Coaching
Credentialing Program

Coaching Session Overview Guide



OKA



OLCC
Coaching
Model





Arc of a Coaching Session

<h3>The Beginning</h3> <p><i>Review (if applicable)</i></p> <p><i>Initial Goal</i></p>	<h3>The Middle</h3> <p><i>Reality Testing</i></p> <p><i>Reset Goal (if applicable)</i></p>	<h3>The End</h3> <p><i>Action</i></p> <p><i>Results (if applicable)</i></p>
<ul style="list-style-type: none">• Client lays out challenge or what he/she would like to explore during session.• Coach begins to narrow scope by being curious, listening, asking powerful questions:<ul style="list-style-type: none">➤ What is desired outcome?➤ What is at the root-level?➤ How might success be measured?➤ What needs to be addressed in order to achieve the outcome/goal?	<ul style="list-style-type: none">• Coach continues to narrow topic and ensures clarity around topic by reflecting to client agreed upon areas of discussion for session.• Coach checks in with client ½ way to see what client is taking away/learning so far.• Coach checks in with client to ensure session is going in right direction or if session goal needs to be reset.	<ul style="list-style-type: none">• Coach checks in with client to ask for reflection: What are you taking away from today? How does that align with your goal?• Coach helps client identify and define next steps from reflections.• Coach helps clients identify what support or resources they might need to move forward.• Coach ask client to determine the commitment he/she is going to make.