



## Working with me

Working with me is **simple**: typically after a **first orientative contact**, during which the main wished objectives are discussed, I present a **proposal on how to proceed**.

How to achieve the goals becomes more and more clear throughout the path. During the collaboration my presence is also made of a constant follow-up aimed to keep the level of the commitment of the individual(s) as high as needed to reach the wished targets.

For the design and delivery of specific leadership development programs, each project requires an ad-hoc proposal. As far as coaching processes are concerned, it is possible to use a more or less standard approach.

The standard approach for a coaching process can be described as follows:

- **the path**: minimum 6 maximum 10 sessions within a period of about 6 months between the first and the last session;
- **the coaching session**: it requires about two hours and it is very important to reserve a quiet space to avoid possible interruptions in order to maximise the effectiveness thanks to the possibility to concentrate properly;
- **the modalities**: the first sessions are better run in a face to face format. The ideal situation is to continue that way throughout the process but I see very positive results even when sessions are kept virtually (by phone). Virtual coaching sessions do offer higher flexibility in planning terms;
- **local and global**: I am willing to travel and this, combined with the use of the modern technologies, allow to engage myself in running coaching processes also with people who live in different locations or even countries;
- **roles and responsibilities**: within a coaching process, the coachee is the main actor and he/she is the one who has the responsibility to identify and choose, with the help of the coach, the objectives and the priorities to focus on during (and after) the path itself. It is always the coachee's responsibility to exploit the new behaviors agreed with the coach during the sessions. The coach has the responsibility to support the coachee with sensitivity and assertiveness throughout the coaching process by listening and offering focused feedbacks, all aimed to increase the coachee's awareness and to challenge his/her beliefs. The coach is a major supporter of the coachee's changes.  
To increase the coaching process effectiveness (both in case of a coaching process taking place within a company or as a personal initiative), I often propose the involvement of other people (through modalities which are agreed with the coachee). This enriches the coaching process with more view points;



- **where the coaching sessions take place:** usually within the coachee's working location, but alternative places are possible if that helps the concentration of the coachee;
- **confidentiality:** everything that is discussed during the coaching sessions is fully confidential and nothing is communicated to other people without the coachee's previous agreement;
- **costs:** it depends on the length, the modalities and the location of the coaching process. Normally during the first orientative meeting (of one hour length), once the wished goals have been described, I also share the information about the possible required budget to put aside for the coaching path with me to achieve those goals.