

Helen J. Wythe & Associates

Consulting, Facilitating and Training Services

Suite # 211-3336 Portage Ave Winnipeg, Manitoba R3K 2H9
Phone (204) 992-2562 Fax (204) 272-3321
helenwythe@hjwythe.com www.hjwythe.com

Our Services > Coaching > Our Coaching Approach

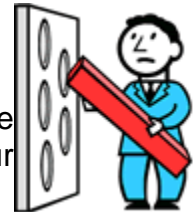
We use a profoundly simple, five phase model for increasing organizational effectiveness, we help individuals and organizations, of any size, identify blockages which prevent them from achieving what they want to achieve, and then we show them how, and help them, to improve.

We act as a human mirror for clients by sharing an outside and unbiased perspective on what we are observing about their effectiveness. We may provide specific insights and skills to empower the client toward their goals. Finally, we encourage the client to celebrate the achievement of milestones and goals.

Clients are responsible for their own achievements and success. The client takes action; and the coach may assist, but never leads or does more than the client. Therefore, a coach cannot and does not promise that a client will take any specific action or attain specific goals. Our business is about helping supervisors, managers, senior executives and governance leaders to find their way through these turbulent times, and we do it in a straightforward, no-nonsense, cost-effective manner. It's this easy:

Phase One Exploratory

The objective of this exploratory phase is for both parties to determine whether the relationship is a good fit. This one exploratory 2-3 hour session, as with all others, can occur by phone or in person.



Phase Two Assessment



Our objective during this Phase is to gain clarity on your learning objectives. This thorough assessment process gathers the necessary data to assist in clarifying outcomes.

Phase Three Building the Relationship

At this time, we build our mentoring or coaching relationship – one that requires trust, courage, and honesty on both sides. Using the data gathered in the assessment phase we develop a learning contract by asking such questions as:

Where are you stuck?

Where do you need to grow?



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What comes first?

How will we know when we're done?

We finish this session with a Learning Contract that lists clear objectives and outcomes, the frequency, length, and location of future sessions.

Phase Four

Regular Mentoring Sessions

Most on-going mentoring coaching sessions share a basic four-step flow:

1. How Are You – Really?
2. Progress Checks.;
3. Work for Today:
4. What's Next?



At every regular mentoring session we take an item(s) from your Learning Contract to work on. You choose each of these items, with guidance from me. You will leave each session with tools, and momentum. Tools may include questions for reflection; daily habits to strengthen or change; specific, time-bound projects to complete; or external resources to access. We'll also address specific structures to help support success. As a result of this planning, you will initiate those actions that will produce the desired changes. The items dealt with at each session will be followed up on between sessions via e-mail and telephone and are part of the fee paid during that initial session.

Then, in between sessions, you are responsible for following through on your choices, and keeping an open, observant stance along the way. These sessions can be by phone conversation / e-mail or in person.

Phase Five Follow-up, Celebrating and Moving On

This phase is critical toward evaluating the effects, good or bad, of the previous phases. The follow-up includes appropriate actions to rectify something that happened or didn't happen due to the previous four phases. Follow-up may well lead to a new assessment, a review of the Mentoring relationship for both Learning Objectives and process thereby making the process systematic.



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Any Questions?

For additional information e-mail us at info@hjwythe.com or call us at 204-992-2562.

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