

Transforming Our Practice (T.O.P.), LLC. coaching philosophy is to facilitate a safe space where the coach leans into powerful questions that allow coachees to tap into hidden potential to develop peak leadership performance. As a transformational leadership coach, I concentrate on where those I coach are now and what they are willing to do to get where they want to be in the future. I utilize an 80/20 approach where the coachee is doing 80% of the talking and reflecting, where I as the coach am asking powerful questions and active listening as the other 20%. I believe every coachee comes to each session whole and it is my responsibility to: **Discover**, clarify, and align their lives with what each client wants to achieve; **Encourage** self-discovery; **Elicit** coachee-generated solutions and strategies; and hold themselves responsible and accountable.

I use the GO LEARN model as the coaching format for each session:

**Greet**- 4 minutes- Greet, welcome coachee and take a minute for small talk

**Ownership**-7 minutes- Ask coachee about the previous action plan. Explore what they learned when they completed tasks and/or what changes need to be made to the plan

**Layout**-4 minutes- Discuss what the coachee want to accomplish in the session and together create a layout for the rest of the session that will benefit the coachee

**Explore**-30 minutes- Use coaching skills to explore and assist coachee in figuring out the best path to achieve both their short term goals/ actions and their big picture goals

**Action Plan**- 12 minutes- Create a definitive action plan based on what the coach has explored with coachee, outlining the steps needed to achieve the coachees' goals

**Reassess**- 3 minutes- Quickly check in with the layout for the session agreed upon and make sure coach has addressed the directives set forth

**Next Session**-2 minutes- Schedule the next session, give a quick synopsis of the action plan, discuss what the expectations for the next session may be and wish coachee well

Each coaching session is 60 minutes.