

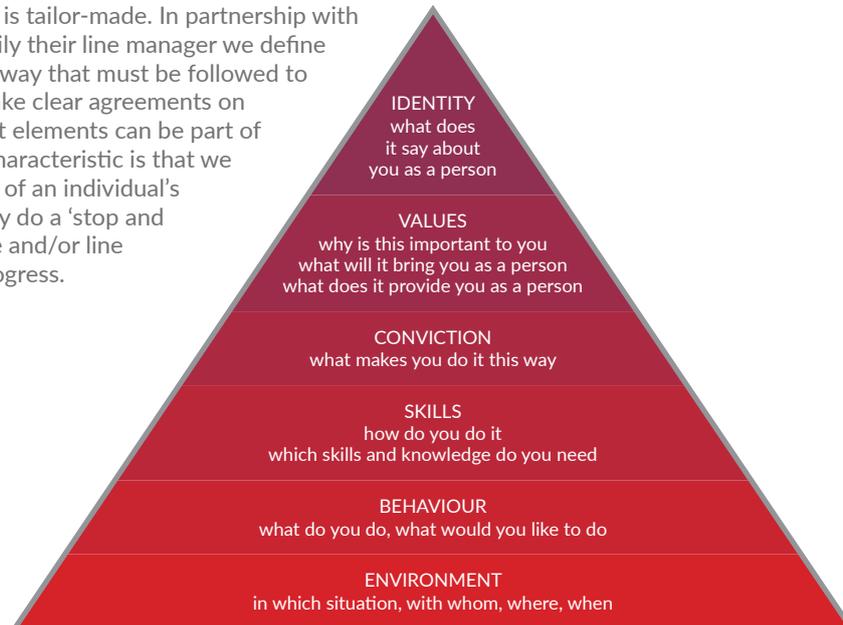
Why

Because sometimes a person needs some special focus and guidance to:

- Boost his/her talents;
- Overcome an obstacle that has arisen and seems to block performance;
- Reflect and get feedback from someone neutral outside the company to stimulate their own development.

How

Our individual coaching is tailor-made. In partnership with the coachee and primarily their line manager we define clear goals and the pathway that must be followed to reach them. We also make clear agreements on confidentiality. Different elements can be part of coaching. One typical characteristic is that we work on different levels of an individual's personality. We regularly do a 'stop and check' with the coachee and/or line manager to evaluate progress.



What

An individual coaching session is often a mix of:

- Reflecting on one's own behavior in relation to a particular context. If possible we also organize interventions within the real context (interviews with relevant people, 360° feedback questionnaires or interviews, observation and feedback, facilitated team sessions, etc.).
- Practicing skills and behavior through the use of role-plays and video recordings.
- Triggering reflection on beliefs/convictions and how they are helping or blocking development and performance.
- Discovering core values and reflecting on how they can be incorporated into other new behavior if necessary.

If issues with identity occur we will refer to a psychotherapist.