

SUSAN MAHONEY



Signature Coaching Program

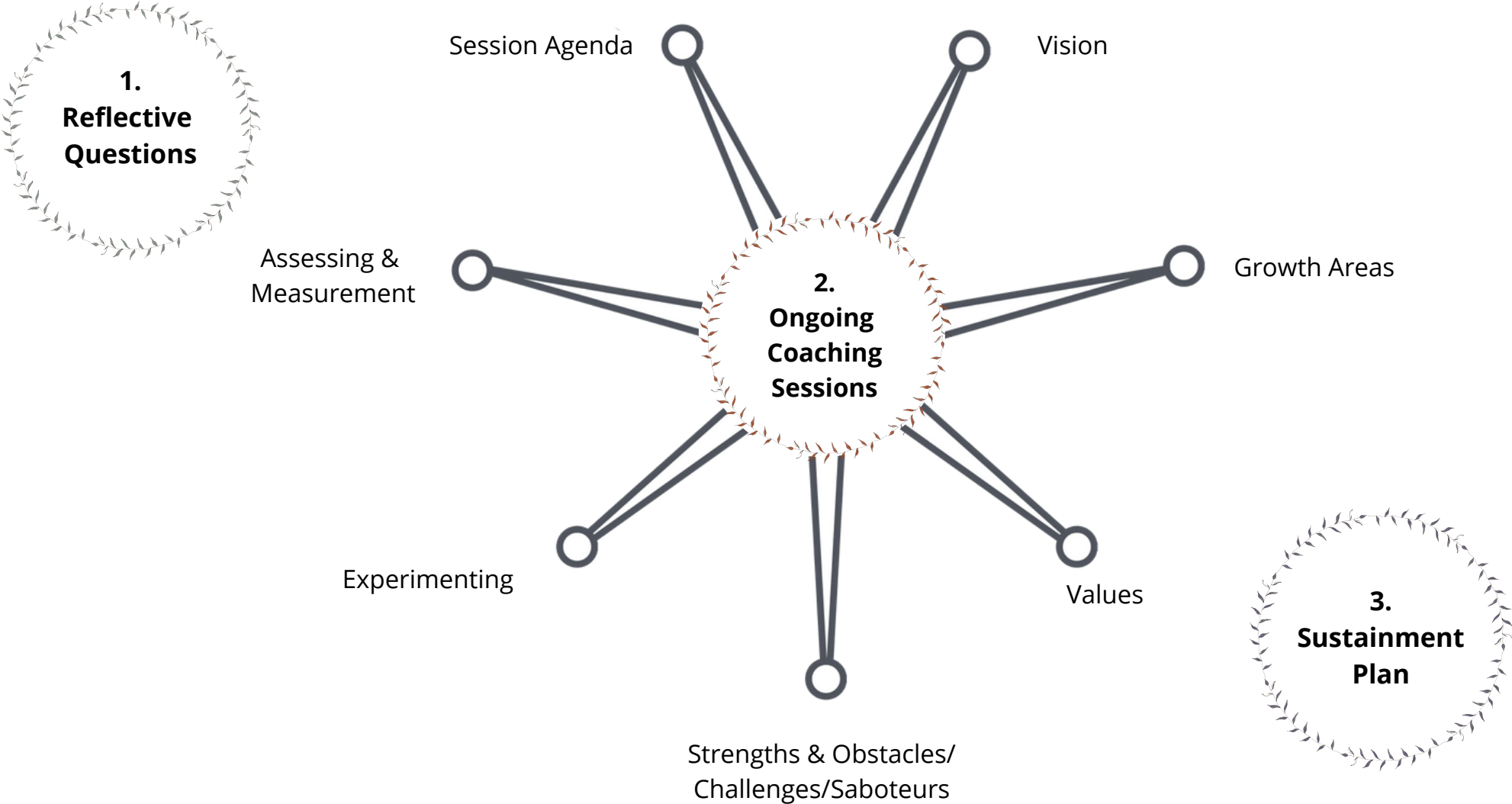
- Client Framework -

Framework of Susan Mahoney's Signature Coaching Program



My Signature Coaching Program is designed to help you develop and attain your growth aspirations for your career and life. This holistic framework is based on my experience working with people on their personal and professional growth journey, and provides context, structure and flexibility for the process. During our work together, this framework will help guide the journey, however, you are the one who takes the lead for the focus, depth, and breadth of effort you choose to apply.

This framework is based on a typical 10-session coaching package, starting with initial assessment review and Reflective Questions, moving through the Ongoing Coaching sessions, and finishing with a Sustainment plan. Within the Ongoing Coaching Sessions, the sequence may vary depending on your coaching priorities and cadence.



1. Reflective Questions/Assessment Review:

Our coaching engagement begins before the first session with completion of Reflective Questions, designed to invite you to think about different areas of your life and work that can inform our work together. We also gather any relevant assessments.

2. Ongoing Coaching Sessions:

- *Coaching Session Agenda:*

Our first coaching session is structured to uncover potential areas to explore in our coaching engagement. We will review your answers to the Reflective Questions, any assessments you may have, and questions you have about the process. During this session, we will begin to co-create your vision and aspirational goals, and confirm the cadence of the framework elements.

Each subsequent coaching session starts with a quick check-in, and your learning or observations since our last session. With the framework as our guide, you then decide the focus for each session, with guidance from me if desired. You can anticipate a question like “What would be helpful to spend time on today? As we spend time on that, what would you like to walk away with?” As we explore your selected issue(s), my role is to ask thought provoking questions, listen reflectively, mirror back to you what I am hearing and sensing, and challenge your thinking if helpful. At the end of each session, we allow a few minutes for reflection on key learnings, takeaways, and how you’d like to move those forward into actions until our next session.

- *Vision:*

A critical part of the coaching process is setting a vision for yourself; an aspirational north star for your growth journey.....and why. Then we co-develop some high-level behavioral goals that will move you towards your vision.

- *Growth Areas:*

Identifying your desired growth areas; those areas of focus to help you realize your vision, is an early part of the process. Your selected growth areas can come from your strengths that need to be leveraged, developmental areas to work on, and aspirational dreams.

- *Values:*

Your values drive your decisions and behaviors. Becoming clear about your values, how well you live them, and how they align - or conflict - with those of your organization and your relationships, will provide you with valuable information for your growth and development. We will work to clarify and prioritize your values and refer to them as you make decisions for the future.

- *Strengths and Obstacles/Challenges/Saboteurs:*

Identifying your key strengths, how well they serve you, and how you can leverage them for the future, is woven into the coaching process. Getting clarity on your obstacles and setting strategies for managing these obstacles is critical. Identifying how your saboteurs prevent growth will help you make better choices for your life.

- *Experimenting:*

Selecting specific behavioral experiments to support your growth goals, ideally in a low-risk setting is necessary for any sustainable change. These experiments are designed to help you test out new inner and outer behaviors and practices that build awareness and support growth. These might also include trying out new models, tools, and ways of thinking and behaving to further build your self-awareness and support change. If you desire accountability to help you complete your work, I can provide that role.

- *Assessing and Measurement:*

It can be helpful to get a snapshot of how we come across to others, to be used as information for your growth plans. Assessments can be captured through formal organizational assessments, independent assessment tools, or by informal conversations and interviews. It also includes self-assessment. I encourage my clients to do some sort of informal self-assessment; from where you are on your life and career “runway”, to understanding your mental/emotional operating system, to asking trusted people for feedback in specific areas.

Regarding measurement, it's important to understand your progress from the coaching process. I tend to measure progress based on: what have you learned, how you are intentionally behaving differently, impact on others, and how your behaviors are creating positive, measurable results in your life and work. I will provide on-going opportunities for you to provide me feedback.

3. Sustainment Plan:

As we wrap up our coaching engagement, we will co-create a Sustainment Plan, for sustaining the growth achieved. At this point, clients may choose to continue the engagement, or re-engage at a later date. I follow-up with you several months after the engagement conclusion to check-in and discuss accomplishments and on-going challenges.