

**"The most remarkable improvement I achieved was to learn to clarify and prioritize my ideas, identify my strengths and put them into play —especially in work life— while proactively working on my weaknesses."**

Patricia Fernandez – General Director Europe: InmOptions  
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### **Coaching at Enrich**

Enrich is a company which provides consultancy services within leadership training, personal development and team building. Coaching is one of the methods we employ and you can receive coaching in English or Danish from a Certified Positive Psychology Coach™.

### **Subject matter**

The basis for a coaching session is you: Your goals, situation, needs, resources, environment, experiences, and also your expectations. In the sessions, we can include work with your thoughts, feelings, issues you might have with other people and the situations you experience in everyday business and life.

Coaching can be used to discuss a wide range of conditions that you may wish to focus on, or that you may not wish to share with others. It is not unusual to choose to talk about sensitive subjects, or to become emotionally involved during the process. Please note that we guarantee confidentiality.

### **Deriving benefit from coaching**

Research shows that three factors in particular contribute to coaching leading to effective results: how prepared you are, how forthcoming you are and the level of cooperation.

- How prepared you are relates to your positive perception of and involvement in the coaching sessions.
- How forthcoming you are relates to your response to being approached with warmth and empathy from the coach.
- Cooperation is about mutual interaction and agreement on objectives and means during the coaching sessions.

In order for you to benefit from the coaching sessions, it is absolutely crucial that you feel the three conditions are being met. If this is not the case, you would be better off finding another partner/coach to work with.

### **Our roles and responsibilities**

During the sessions, it is my responsibility to create a clear framework. This includes ensuring that we fulfil our expectations towards each other, are mindful of our roles and responsibilities, set common goals and agree on some ground rules. It is also my responsibility to lead our meetings and see to it that we have talked about the 'right' things in a proper sequence. Depending on what methods we agree to use, my role as coach can vary a lot. I can, for example, act as an expert, giving advice, if I have specific experience or relevant knowledge; however I will most often act as a facilitator that guides you through a process of development.

## Information about Coaching



Before each session, I expect you to have spent some time considering a topic you would like to talk about. I expect you to participate actively in the sessions and take ownership of the process. It is a collaboration, in which the main responsibility for development lies with you. As the focus person, you should therefore be prepared to be challenged by me as a coach. If, during the process, you experience that we are going too close to the bone or that it becomes uncomfortable, then it is important you tell me. I can only work with what you give me, and what you are willing to share. It is therefore important that you continuously give me feedback in relation to what has worked well for you and how things can be improved.

The responsibility is yours. You take the necessary decisions and it is up to you to act in accordance with your decision and thereby create desired results. I expect that you will hold your side of any agreement we make. For example, if we agree that you will work on something between sessions and prepare yourself each time, I expect that you do so.

### Time and place

The sessions will normally take place in one of our meeting rooms. Exceptionally they can take place almost anywhere; your office, a neutral location, even outdoors as we take a walk together, however if we come out to your offices then additional costs in time and transport for the coach are added to the invoice.

The first session normally takes around an hour and a half and subsequent sessions about one hour. After the first session or two we will evaluate our working relationship and whether or not we should continue. Some people experience significant progress after the first session. However this does not apply to everyone, so you should be aware that change often comes in stages. You should not expect every session to deliver equal results.

If, by the end of the first session, you are willing to proceed, we will agree as much as possible about the future sessions: How many sessions in total, how long a time interval should elapse between sessions. All these details can be tailored to your needs.

### Price

The price for a business coaching session is 1,200 Danish kroner plus moms. Discounts are available for non-profit organisations and private individuals.

Richard Naylor

