

DEVELOPMENTAL CONSULTING

Formulate personal goals and visions



Objective

The act of reviewing and reflecting upon personal goals and visions can be a key process in many different phases of professional life, such as when pursuing new directions, designing new positions, creating new areas of responsibility, responding to requests for personal development and generally managing situations in which outcomes are open and outlooks as yet unclear.

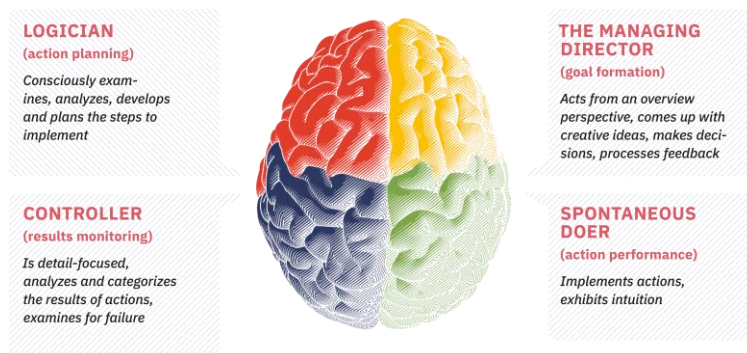
Approach

The first step in our approach to developmental consulting involves encouraging coachees to access their emotions and ultimately also to connect a look back at their past experiences with a look forward to future options and potential new directions.

We work with images and raise questions that prompt coachees to reflect on potential life paths. Above all else, this activates access to a person's motives, values, desires and priorities, thus helping to clarify any potential need for personal change.

In subsequent steps, we work to formulate more concrete goals and visions, which allow us to generate potential new solutions and identify areas in which action is needed.

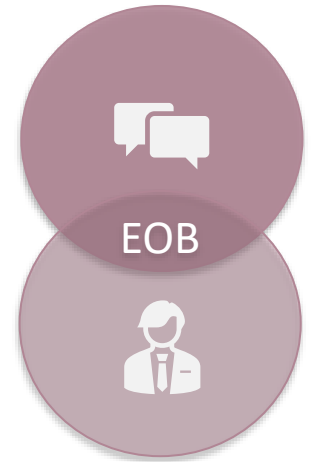
The final step involves taking a holistic account of a coachee's goals and visions at various levels so that they can be more clearly targeted.



Outcome

After three developmental consulting sessions with us, participants can expect to have achieved the following tangible outcomes:

- Clarification of the importance and/or urgent need for change
- Clarification of personal motivators for change
- Clarification of priorities
- Refinement of set goals
- Formulation of action plans



Scope

- Conducting the scan.advanced analysis of potential, which includes a two-hour meeting to discuss and reflect on the results (if not already done)
- One-hour goal clarification meeting with the coachee and management/HR, which involves aligning the development goals with expectations regarding coaching
- Three coaching sessions spaced 2-3 weeks apart, with each session lasting approximately 2 hours (including goal refinement with the coachee)
- Producing a written report detailing post-coaching input on development ideas, incorporating insights derived from personality diagnostics and consulting
- One-hour closing discussion with the coachee and management/HR
- Follow-up session (2 hours) approx. 6 months after coaching has been completed
- All sessions can be arranged in presence or online