



DEVELOPMENTAL CONSULTING

Persuade with confidence



Objective

Difficulties in asserting ourselves can stem from a variety of sources. For instance, we might not be fully engaging with our personal goals or might simply lack awareness of our own strengths.

Similarly, emotional or mental barriers can impede our ability to recognize or seize opportunities to assert ourselves. Moreover, a lack of composure can result in less prudent instances of assertiveness, where we might appear more stubborn, aggressive, or overly cautious.

Approach

In developmental consulting, we begin with a biographical interview to help the coachee become more aware of their own “market value” as well as their limitations. This lays the foundation for cultivating self-confidence, clarity, and persuasiveness, each of which are prerequisites for assertiveness. Also, acquiring greater inner clarity about personal priorities is conducive to strengthening composure.

Moving forward, we take a closer look at specific instances in which the coachee successfully asserted themselves or received positive feedback from others in their environment. We then “unearth” and refine the available but underutilized options a person has for taking action, as well as coping mechanisms. In subsequent sessions, we assess a coachee’s experiences with their new behavioral prompts and strategize future responses.



Outcome

Realistic outcomes of our development-oriented consulting services after three sessions include:

- Enhanced self-confidence
- Make better impressions
- Sharper clarity about priorities
- Improve ability to guide others
- Expand options for carrying out actions



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
- Four coaching sessions spaced 3-4 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 conducted in person or online