



DEVELOPMENTAL CONSULTING

Taking action



Objective

Encountering challenges in initiating action can stem from several factors, such as a lack of volition, clear direction, or internal incentives.

Approach

The consulting process centers on understanding the importance and relevance of intentions that are still awaiting realization within an individual's unique journey. Defining a goal explicitly can unlock the energy required to initiate action. Coachees are also guided in exploring the emotional underpinnings of unrealized goals, paving the way for actionable insights. Some intentions might even reveal themselves to be less important, making room for more significant considerations.



Outcome

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

- Enhanced self-motivation
- Recognition of the need for action
- Overcoming barriers to taking action and building the energy to initiate action
- Insights for initiating changes in behavior



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
- 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 presence or online