



## DEVELOPMENTAL CONSULTING

Navigate relationships thoughtfully

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## Objective

If we don't naturally pay attention to how relationships around us work, we might miss the importance of emotional subtleties or appeals. Our interactions with others can become highly task-oriented, leaving business partners, clients and colleagues who are more relationship-oriented feeling underappreciated or even used. Building thoughtful relationships involves exercising prudence and tolerance for ambiguity.

## Approach

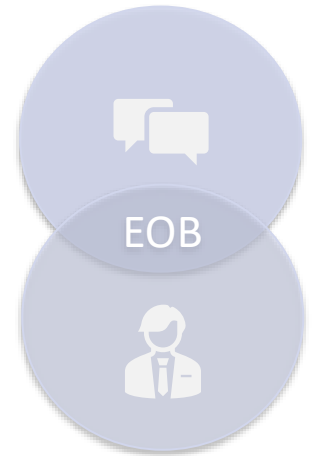
Developmental consulting has the power to initiate change by making the significance of relationship dynamics concrete. It raises awareness of one's personal surroundings and enhances the capacity to view issues from diverse viewpoints. With a focus on embracing alternative perspectives and reflecting on one's own relational conduct, this process generates recommendations to improve conversational abilities. It also offers coachees practical experience in enhancing one's sensitivity to nonverbal cues.



## Outcome

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

- Awareness of the significance of relationship building and management
- Improved listening and observation skills
- Enhanced sensitivity to emotional nuances
- Ideas and strategies for relationship management



## 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