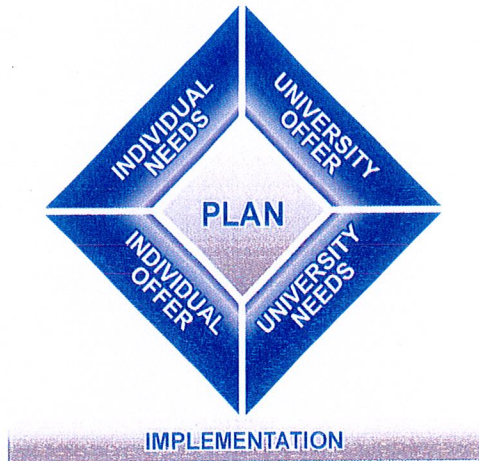


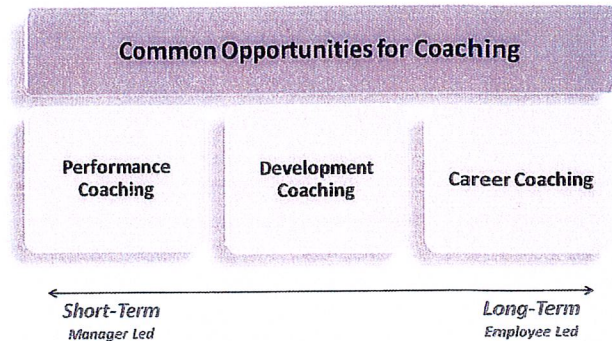
Coaching is a series of meaningful conversations resulting in actions that create *Shared Success*.

The Shared Success Model

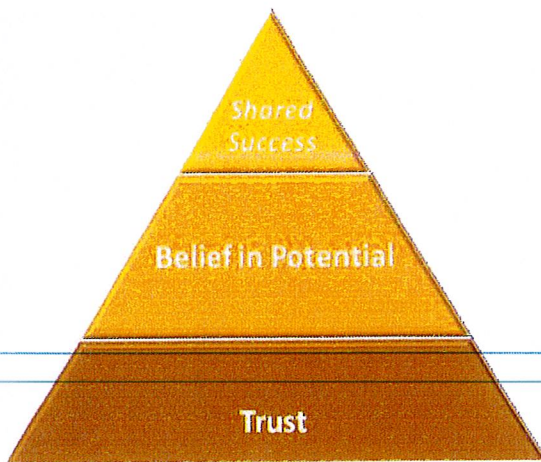


Coaching helps achieve *Shared Success* with a balanced focus on the needs and offer of both the individual and organization

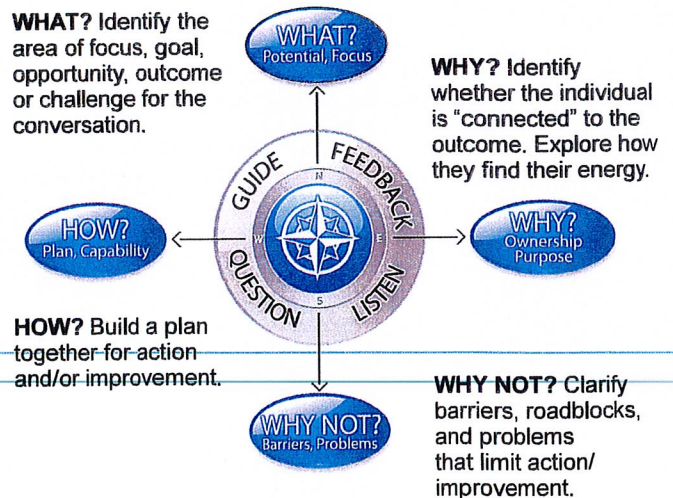
The Three Types of Coaching Conversations



The Coaching Mindset



The Navigate™ Coaching Framework



The Navigate™ Coaching Framework Sample Questions

North: What? (Potential, Focus)

- What do you want to achieve?
- What results do you anticipate?
- What are the possibilities?
-
-

West: How? (Plan, Capability)

- What steps have you taken so far?
- What is the next step?
- Who needs to be involved?
-
-



East: Why? (Ownership, Purpose)

- Why is this important?
- What business impact will this have?
- What really matters to you or others about this?
-
-

South: Why Not? (Barriers, Problems)

- What is the likelihood of this not working?
- What is the worst case scenario?
- What has gone wrong in similar situations in the past?
-
-

Questions for Different Types of Coaching

	N	E	W	S
Performance	What is the performance concern?	Why does it matter? How does it help?	What do you need to start/stop doing? How do you change the behavior?	What's stopping you? What's the problem? Why isn't it happening already?
Development	Where do you want to grow? What do you want to do better or different?	Why is that important to you? Does it motivate you?	How do you develop? What will it take to practice?	What is the challenge? What else do you need?
Career	What is next for you? What do you want to do long term?	Why is that important to you? What excites you about that? Are you inspired?	How do you move towards that? What else? What have you already done?	What's stopping you?