



Executive Coaching FAQs

How long does a coaching engagement last?

Engagements are typically 6-12 months. Growth is a marathon, not a sprint.

What is the schedule for the engagement?

PHASE 1: DISCOVERY/ASSESS | 1x/week for 50 mins | typically 6-8 weeks*

- Clarify goals / vision / success criteria
- Assessments / Leader's Dashboard / performance reviews / optional third party assessments**

PHASE 2: DESIGN | Bi-weekly for 50 mins

- Create frameworks and/or customized plan with timeline and milestones

PHASE 3: ACTIVATE | Bi-weekly for 50 mins

- Implement solutions and track results based on agreed upon success criteria

Throughout the engagement, I offer as-needed support during business hours via email, phone, text (outside of scheduled sessions).

*engagement timeline is based on client effort and progress

** additional third party assessments may incur additional fees

How will I know I'm progressing?

We'll do a monthly "Moving the Needle" review of progress (e.g. *what did you say you'd achieve and how have you achieved it? where are you moving the needle?*).

What is your role as Executive Coach?

- I'll challenge you by asking difficult questions to make you dig deep.
- I'll be your non-judgmental sounding board, totally focused on you.
- I'll help you, by asking questions and reviewing any assessments you wish to use, to reveal insights about yourself and gain clarity on what might be holding you back.
- I'll help you set goals, clarify vision, and focus on what success means to you and what you need to do to get there.

...and most importantly, I'll encourage, support, and believe in you, even when you doubt yourself.

What is my role as the Coachee?

- You decide what we'll discuss for every session. What's at the forefront for you and how do you want to spend the time each session?
- You'll be honest, open, and vulnerable (some self-awareness helps too).
- You'll be accountable for your life decisions and actions.
- You'll be responsible for your results - your success is directly related to your commitment and the effort you make.
- During coaching sessions, you will be present with no external distractions (e.g. cell phones, interruptions, email).

How can I ensure confidentiality?

Confidentiality is a cornerstone of my practice. I adhere to ethical guidelines as a member of the International Coaching Federation (ICF) and maintain confidentiality agreements with all clients to ensure privacy and promote trust. This means that I will not share anything we discuss with anyone.