
OUR EXECUTIVE COACHING MODEL

Executive coaching is designed for an individual's unique needs and circumstances. HR Anexi's Executive Coaching is structured around our proprietary "**GAP-IR Model of Coaching**". The number of coaching sessions will essentially depend on the individual / situation and is subject to variation.



Contracting

Before the coaching commences, contracting and clarifying expectations happen. The client's HR representative, Executive Coach and the Coachee are present for this meeting. The purpose of contracting includes:

- Clarifying purpose
- Agreement regarding confidentiality boundaries and other ground rules
- Expected/Identified measurable outcomes
- Confirmation of good matching/chemistry
- Clarity of roles and responsibilities, process and other people involved
- Agreement regarding milestones and timelines
- Conceptual agreement regarding fees and payment schedules

A mutual understanding of the coaching process, expected results, specific issues and time frame of the coaching is developed. The Executive Coaching process typically spans 6-10 months with 10-12 sessions lasting 90-120 min each followed by post session documentation by Coach and Coachee. Sessions are usually separated between 2-3 weeks.