

LASER COACHING DESCRIPTION

Description:

Laser coaching is designed to give one on one objective attention to a specific behavior a coachee wants to strengthen or develop. It is effective when the coachee is open minded and ready to engage in coaching. One hour coaching sessions are targeted to work on building and practicing skills for actual work situations. Laser coaching sessions are 60 minutes each. Clients select the number of the sessions they want to contract for and are billed for each hourly session. Recommendations for the number of sessions to build a specific skill are provided by LOEB when the engagement is discussed. Typical laser engagements vary from three to ten sessions.

Frequent laser coaching engagements include:

- ✓ Time management
- ✓ Giving feedback
- ✓ Receiving feedback openly and gracefully
- ✓ Presentation skills
- ✓ Delegating work
- ✓ Work/Life Integration
- ✓ Mindfulness
- ✓ Assessment debriefs

Prior to Coaching Engagement:

- Each coaching engagement is unique. The head of our Leadership Coaching division spends time with each client to mutually determine the best coaching approach for individual coachees.
- “Meet and Greet” are arranged by LOEB between the coachee and up to three potential coaches to determine compatibility between coach and coachee. “Meet and Greet” are completely complimentary giving the coachee the opportunity to spend up to 30 minutes either in person or virtually with their potential coach. During the “Meet and Greet”, the coach will provide some background about themselves and their approach to coaching. The coachee can also use this time to tell the coach a bit about why they are engaging in coaching and what they hope to achieve.
- Selection of coach for coachee.

During the Engagement:

- The coachee and coach determine the best use of time during each session. The coach will ask questions to help the coachee decide on what s/he would like to work on in the session. The coachee provides examples of current work experiences and the coach will use leadership coaching techniques to help the coachee identify effective strategies move closer to desired performance. Towards the end of each coaching session, the coachee identifies a behavior(s) s/he wants to hold herself accountable for and commits to trying that behavior in the near future. If future sessions are scheduled, the coach will hold the coachee accountable for following through on the commitments made during the coaching session.

- Continuous sessions provide time for reflection and the coachee to consider and discuss with the coach what's working and what's not. The coach will acknowledge successful behaviors and remind the coachee to celebrate success; setting the stage to grow the coachee's confidence as well as competence. Less successful behaviors are re-visited to brainstorm specific adjustments. New behaviors are considered. Again, the coachee tells the coach the behavior or strategy s/he would like to be held accountable for until they meet again.
- Continued sessions allow for the coach to continue to support the coachee as new behaviors are internalized. The coach and coachee work on fine tuning and enhancing newly learned behaviors to sustain success.

Closing the Engagement:

If requested, a closing session can be conducted by the coach with the coachee and the manager and/or sponsor of the coaching engagement. This meeting, primarily led by the coachee, provides the manager/sponsor with final reflections on the behaviors developed during the coaching engagement. The coach closes the session by introducing a conversation about how the coachee's manager/sponsor will support newly acquired behaviors and strategies in order for coachee to sustain learnings and strive to continue learning.