

## INDIVIDUAL COACHING - Acquisition and development of behavioural skills

### DESCRIPTION:

Coaching is for managers who want to acquire new managerial skills in the areas of Emotion & Stress Management, Productivity, Confidence, Decision making, Conflict Resolution, Purpose & Values, Change, Balance ...

Coaching is a structured process where the Coach and the Client focus more on solutions than problems. It is not about giving advice but rather encouraging the Client to draw from inner resources and experience. Coaching is stretching and challenging. The Coach will engage in direct discussions in the form of questioning.

### PREREQUISITES:

It is essential that the Client has the firm intention to self-improve. While the Coach is the guarantor and responsible for the process, the Client will be responsible for the result of the process, depending on his/her involvement and willingness to progress towards the objectives defined beforehand.

### METHODS USED:

At PERFORMEA, we integrate various disciplines for best impact and results. This includes:

- Neuroscience-based Coaching
- Bates ExPI™ Assessment, Assessment debriefs such as 360° & MBTI profiles
- Performing arts technics such as Impro Theatre, Voice Coaching, Organic acting, Stanislavski method, etc...
- Oratory Arts
- Coaching posture such as empathetic and active listening, powerful questioning, reformulating, reframing, confronting for best introspection.

### COACH CERTIFICATION:

Daphné de Charrin is a Professional Certified Coach (PCC), member of the International Coaching Federation (ICF). The PCC certification guarantees a high level of competence.

She is regularly supervised and has held operational and managerial positions in a large corporation.

She has received 358 hours of Coaching training from three different Coaching Institutes over the years.

### CODE OF ETHICS:

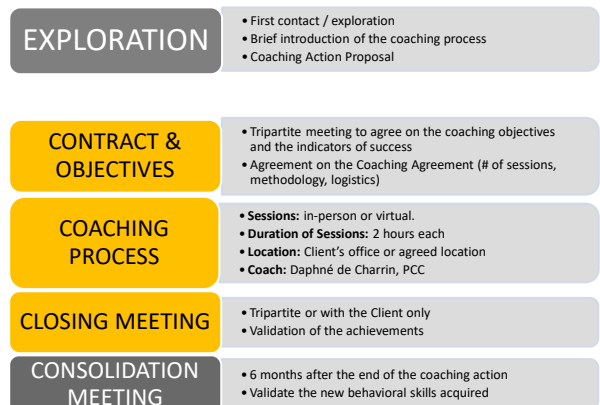
Daphné de Charrin undertakes to respect the duties and rules recognized by the profession as a whole, in

particular the ICF code of ethics. It includes in particular the respect of the confidentiality (professional secrecy and confidentiality of exchanges, at all stages of the coaching) as well the respect of the Client choices. Coaching aims at developing the autonomy of the Client. The work and the results of the skills assessment remain the property of the beneficiary.

### MEANS:

The Coaching sessions as well as the possible group workshops take place at the Client offices or in a location agreed on by both parties. Virtual sessions can also be organized if needed. Printed &/or digital supports are handed out.

### A STRUCTURED PROCESS:



### THE COACHING OBJECTIVES:

At the end of the coaching, an evaluation is made of the achievement of the objectives set in the tripartite meeting with the manager and/or the HRD. During this meeting, the action plan that the Client may have to continue to carry out and on the complementary contribution of the hierarchical superior may be agreed upon. Each coaching meeting is the subject of a 'session contract' that serves as a guideline for the session and is elaborated from the material brought by the Client. Work can be given by the coach between sessions. At the end of the coaching, the Client is offered an interview after 6 months to analyse how the changes have taken hold, the difficulties encountered and the points of vigilance to be taken into account.