

How does it work ?

I cannot teach anybody anything. I can only make them think.

Socrates

Coaching is sometimes compared to Socratic dialog. There is truth to it, to the extent that you'll hear your coach ask many questions, and give little advice. However, there is more to coaching than just questioning. In order to help you find new ways to see and do things, your coach will often use other creative approaches, as necessary.

Coaching is a solution-oriented process whereby your coach helps you clarify your goals, explore possible options, devise a realistic action plan with measurable results, and work out your plan. Your coach considers you to be the expert of your own life and job, while his contribution resides in his expertise of the coaching process. He stimulates your imagination to help new solutions emerge, and helps you put them into action.

Coaching unfolds inside a definite framework. Sessions are limited in number and in duration, depending on your intended goal: typically 3 to 9 sessions, lasting 30 to 90 minutes each.

Being there – or not: telecoaching ?

Coaching sessions usually happen with client and coach meeting in a room. However, holding some (or even all) of these sessions over the phone proves to be very convenient, and incredibly efficient as well. Indeed, telecoaching turns out to be denser and more directly “to the point” than conventional, face-to-face coaching.

Whether your preference goes to “local” or “remote” coaching, you always have the added convenience to communicate by e-mail with your coach between sessions.

About your coach

Lionel Ancelet is an interpersonal communication consultant and professional coach.

He has accumulated more than 18 years of experience in companies in France and in the USA, where he held management positions in marketing, project management, consulting and communication.

He realized the importance of the human factor early in his career, and enriched his field experience with training in management, interpersonal communication, cross-cultural interaction, and coaching. He expanded his training by studying related topics such as transactional analysis, conflict resolution, personality types, and creativity tools.

His expertise in interpersonal communication spans public speaking, visual aid creation, writing, as well as business and life coaching.

Lionel enjoys reading and listening to music. He also likes to write short stories. He is married, has two daughters, and lives in Chambourcy, outside Paris, France.

The human mind, once stretched by a new idea, never regains its original dimensions.

Oliver Wendell Holmes

Contact information

Lionel Ancelet
9, rue du Clos de la Famille
78240 Chambourcy

Phone: 01 30 74 34 51
Mobile: 06 81 84 69 60

E-mail: lionel.ancelet@online.fr

Web: <http://lifecoach.online.fr>

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COACHING

What's in for you ?



*There is always
more than one way
to see things ...*

If one advances confidently in the direction of his dreams, and endeavors to live the life he has imagined, he will meet with a success unexpected in common hours.

Henry David Thoreau

Time to get unstuck...

Does any of these situations sound familiar ?

If that's the case, coaching may be able to help you.

- ◆ You have a hard time balancing your job and your family life.
- ◆ You have been losing interest in your job.
- ◆ You just got promoted, but are not sure how to handle the new responsibilities.
- ◆ You have a big decision to make (changing jobs, moving abroad, buying a new house, starting your own business...)
- ◆ You have an important presentation to deliver.
- ◆ You need to get ready for a job interview.
- ◆ You need to choose a career and can't make up your mind.
- ◆ You want to get a job again after several years outside the work world.
- ◆ You're about to retire and can't figure what to do with your free time.
- ◆ Some of your relationships have gone sore over time.
- ◆ You're experiencing conflicts with your boss, a co-worker, a family member, a friend.
- ◆ You need to undertake a big project - but don't know where to start.
- ◆ You want to "succeed in life" - but are not sure what you really mean by that.

The secret of getting ahead is getting started.

Mark Twain

Questions & Answers

Q: What's the difference with a sports coach ?

A: There is some similarity, but there are differences, too. Unlike a sports coach, a personal coach needn't be an expert at your "game", although he may have knowledge in your profession.

Q: Won't I get some advice ?

A: A personal coach is not a consultant or a personal trainer; he will usually not provide advice, or "teach" you how to do things. However, you can be certain to learn a lot along the coaching process, as your coach will help you find within yourself answers you weren't aware of. This is made possible by following a structured process and using creativity tools.

Q: How long will it take ?

A: It depends on the goal you set for yourself. Positive change is usually seen right after the first session, and the overall coaching process usually takes 2 to 6 months.

Q: Coaching is not therapy, is it ?

A: Definitely not. A therapist would explore your past to "heal" your present life. Your coach helps you devise immediate strategies to reach the goal you are going for in the future.

Q: Is there a Code of Ethics for Coaches ?

A: Yes. Professional coaches adhere to values such as respect and confidentiality. They seek to develop their coaching skills through continued training, and arrange regular supervision with a senior coach. You can find further details on the Web site of the International Coach Federation (www.coachfederation.org).

Q: So, what's in for me ?

A: Through the process of coaching, you will widen and deepen your learning, move into action, and enhance your quality of life. You will develop greater focus and awareness of choice. You will learn to anticipate and steer change, rather than submit to it.

Your own personal space

Take a few minutes with yourself, in a quiet place, and ask yourself the following questions. You may want to write your personal answers in the blank spaces.

What is my biggest challenge in life ?

How long has this been going on ?

What have I tried so far to address this issue ?

What will happen if things don't change ?

Coaching and you

Coaching can help you - if you are ready to do your part. Read the following statements, and "tick" your answers along the horizontal lines.

I'm willing to do the work and let my coach do the coaching.

Not at all Yes !
+-----+

I keep my word, and won't make excuses or sabotage.

Not at all Yes !
+-----+

I am willing to try new ways of seeing and doing things.

Not at all Yes !
+-----+

If I feel I don't get what I need or expect from my coach, I'll tell him as soon as I realize it.

Not at all Yes !
+-----+

If most of your "ticks" are towards the right side, you definitely know what you want. Your coach will help you stay focused and energized, and hold you accountable when you feel like giving up.