

CoachMeNow.com
an ECS Company

Chicago, IL
312-893-1040

<http://www.coachmenow.com>

10 things that define a ~~good~~ great career planning and development coach



By Dr. Marlanda English, President

Contents

Introduction	2
Problem Statement	2
Previous Options	2
10 Things	2
CoachMeNow.com Solution	4
Implementation	5
Summary	5

Introduction

A career planning and development coach helps professionals assess, identify, develop and apply key career planning skills.

CoachMeNow.com offers career coaching for corporate professionals.

Problem Statement

Every professional will be faced with career issues at some point in his or her career.

These issues can serve as turning points in a positive or negative way. These can include finding a job, preparing for a promotion, managing a downsizing or outsourcing situation or handling a mission critical project. The problem is that most people are not ready to handle issues as they occur. Most lack a coherent and ongoing career planning and development strategy for success. In addition, few professionals have access to skilled expertise to assist in managing and solving career related issues.

Previous Options

Professionals may procrastinate, use the same skills they've always used to be successful or vent to friends. These options are usually not effective for new and evolving problems. Old options seldom address the ever-changing career state and level of the professional. Meanwhile, organizations are also changing and evolving requiring professionals to face new challenges.

10 Things Defining a GREAT Career Planning and Development Coach

A great career planning and development coach:

1. Understands that basics.
2. Knows how to fill client gaps.
3. Knows how to target client efforts based on client stage and level.
4. Helps clients develop a workable, time-sensitive strategy.
5. Helps clients build on a foundation of strength.
6. Analyzes situations for opportunities.
7. Conducts effective role playing to develop client skill.
8. Makes connections between objectives and actions.
9. Reveals creative ideas for client portfolios.
10. Mirrors client actions to demonstrate effectiveness.

Detailed Explanation:

A great career planning and development coach:

1. Understands that basics.

The basics are:

- Career planning and development is a process not an event
- Career planning and development must have a message
- Career planning and development must build support for the message
- Career planning and development includes goal

setting, action, results and feedback into the goal setting process

- 📊 Most can plan and set goals
- 📊 Some can take action
- 📊 A few can get results
- 📊 Very few collect, analyze, and integrate feedback back into the planning and goal setting model.
- 📊 Most don't see it as a process (ongoing).

2. Knows how to fill client gaps.

Clients are reluctant to work on things they don't know how to do. Successful professionals may become frustrated when faced with a problem and not knowing where to start. A good coach sensitively identifies the gaps, explains how important it is to fill the gaps to the client and shows the client how to navigate unknown territory. (Showing the client how to do the things they have no idea how to do).

3. Knows how to target client efforts based on client stage and level.

Mid-career professionals have different needs than entry level, late career, first time supervisors, transitioners, outplacement candidates, etc. A great coach realizes a 'one size fits all' approach is limited in its effectiveness.

4. Helps clients develop a workable, time-sensitive strategy.

Clients know they need to do something but may feel stuck or frustrated. Clients may procrastinate because they don't know what to do, or don't feel they are moving fast enough. Some clients are fearful of strategies that are unfamiliar, too aggressive or don't seem radical enough. A good coach

divides the task into manageable bites so the client isn't overwhelmed. The coach shows the client how to look at things that are in front of him or her and not the whole pie.

5. Helps clients build on a foundation of strength.

Building on the strengths of the client and recognizing them creates confidence and security.

6. Analyzes situations for opportunities.

Clients are stuck because they don't see opportunities. The coach helps the client see opportunities when clients are not where they wish to be.

7. Conducts effective role playing to develop client skill.

Explains how client should communicate with others by demonstration. Role based coaching also helps clients' understanding of various points of view beyond their own.

8. Makes connections between objectives and actions.

Clients are stuck because they don't believe they have options or control. The coach helps clients start to connect dots from the current starting point not where they wish to be (which is another excuse for procrastination).

9. Reveals creative ideas for client portfolios.

Helps clients look differently at the concept of resumes, bios, and situational accomplishments. The creative view shows the client the importance of using the language of contribution and value versus facing an undesirable task. Careful immersion in messages of contribution increases client success in discussions with hiring managers.

10. Mirrors client actions to demonstrate effectiveness.

The Coach demonstrates effective behaviors by showing client the gap (if any) between what the client says they want and what they do. Action for results is valued higher than activities for effort. The Coach shows the client and helps them understand the behaviors of success. The explanation is followed by a demonstration to help the client quickly use, personalize and adapt behaviors.

CoachMeNow.com Solution

CoachMeNow.com uses executive coaching as a proven career planning and development methodology to help clients manage career issues.

Benefit 1

The benefit of executive coaching as a career and professional development process:

1. Participants will know the 1 – 2 things that they can do / must do right now to spur action.
2. Participants will know the 1 – 2 things they have to do to be successful even if they can't do them now.
3. Participants will know the 1 -2 things they should not do (should eliminate, remove, not do, etc).

4. Participants will know the things they can't do because they don't have the capacity to do them. They will also be able to create a strategy to build capacity.

Benefit 2

Coaching clients develop an increased capacity to solve higher order problems. Participants get:

- More options
- Better control of situations
- To engage a skilled and supportive brainstorming partner
- To know the key things they need to do to get started, spur action and keep going.

Benefit 3

Participants get problem solving coaching and the ability to increase skill, improve processes, and increase organizational effectiveness.

Implementation

CoachMeNow.com offers individual and group career coaching. Most of our career coaching is offered remotely through teleconference and webinar with limited in person engagements. These convenient coaching options help clients maximize their time without limiting clients by location.

Summary

Executive coaching works because of the CoachMeNow.com proven process to meet client goals. For over ten years we've invested in technology and systems to support

ongoing professional development. Executive coaching not only helps clients do a better job of career planning and development but makes them more valuable to their organizations.

Coaching Benefits: increased client ability to resolve higher order problems, manage complexity more efficiently, distribute knowledge more effectively, and increased organizational effectiveness.

Executive coaching makes individuals: **CONTINUOUSLY EFFECTIVE.**

Executive coaching puts organizations in: **AN ACTIONABLE STATE** – to meet organizational objectives, to improve the human resource pool, to increase organizational knowledge, knowledge transfer and effectiveness.

To learn more about executive coaching for career planning and development, contact us at www.coachmenow.com.