

## Preparing for Coaching



An aerial photograph of a river winding through a lush, green forest. The river's water is a deep blue, contrasting with the surrounding greenery. The banks are rocky and uneven, with some areas of brown earth or sand visible. The overall scene is a natural, scenic landscape.

“A life without cause is a  
life without effect.”

Paolo Coelho

# Preparing for Coaching

The purpose of this short document is to help you prepare for the coaching element of the programme.

**There is a brief podcast that accompanies this document. Please listen to it alongside completing the questions below.**

Part of your programme involves 1:1 coaching with a TOWARD coach. Coaching is an integral part of both who we are as an organisation, and your overall learning experience.

In our experience, each person develops and grows in different ways. They bring different experiences, challenges, strengths, points of view, histories and values to their learning. The aim of coaching is to give each leader an opportunity to explore, integrate and apply their learning to their own context.

In the coaching sessions we'll likely explore existing business, relational or leadership challenges, and discover new options to address these. We might be interested also in how you're integrating learning from the programme into your day-to-day leadership, and how you're progressing against your PDP.

We place a strong emphasis on the individual taking responsibility for their own development through these coaching interactions. Our role is to work with you, feeding back aspects of your behaviour or style that we may have noticed and to support, guide, challenge and also listen to you.

You may find the following questions helpful in preparing for your first coaching session.

**What's going well for me in my role at the minute?**

Type your answer below

**How am I currently showing up in the organisation?  
What am I contributing?**

Type your answer below

**What am I finding challenging, de-energising or difficult at the moment?**

Type your answer below

**What would I like my coaching session to focus on, and how will this be of benefit to me?**

Type your answer below