



# Coaching

Helping you unlock the power within

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**With the support of coaching; teams and individuals can more effectively bridge the "gap" between the present and the future by evaluating where they are now and where they want to go in the future.**

### Product value

Coaching is a thought-provoking and creative partnership that inspires individuals to maximize their personal and professional potential, often unlocking previously untapped sources of imagination, productivity and leadership.

**As a result of participating in coaching, individuals and teams will improve the following:**

- 1 Improve Performance
- 2 Increase Self-awareness
- 3 Evaluate Leadership Skills
- 4 Enhance Communication
- 5 Increase Work Satisfaction
- 6 Improve Team Work
- 7 Develop Better Work-Life Balance

### Needs coaching will address

- Low level of self awareness.
- No work-life balance.
- No control over current habits and attitudes.
- Unknown and unresolved barriers to success.
- Low self- esteem and confidence.
- Poor communication skills.
- Lack of team work and collaboration.

### Who will benefit from Coaching?

**All organizational leaders in small, medium and large enterprises within the Public and Private Sectors.**

Any individual who has completed one of our assessments or programmes and wishes to take a personal journey of growth and development with an accredited TPI Coach.

### Delivery approach

- Blueprint™ Application De-Brief Sessions (1 or 2 hours)
- Blueprint™ Application Coaching Sessions (1, 3 or 6 1 hour coaching sessions)
- Classic Application Coaching (executive and personal 1, 3, 6 or 12 1 hour coaching sessions)
- Strengths Application De-Brief (1 or 2 hours)
- Strengths Application Coaching Sessions (1, 3 or 6 sessions 1 hour coaching sessions)

### Pre-requisites for implementation

**Coaching can be delivered face to face or online.**

- Blueprint™ Application Coaching (completed a Personal/Leadership Blueprint™ survey)
- Classic Application Coaching (attended an IIE or TP5 program)
- Strengths Application Coaching (completed a Gallup strengths survey)

# Approach to coaching

**Build independence and curiosity, reflect back growth.** Review progress, support reflection, sustain momentum for exploration and growth.

**Achievement**

**Establish rapport, build trust.** Build awareness and acceptance of the current position and the resulting impact on performance.

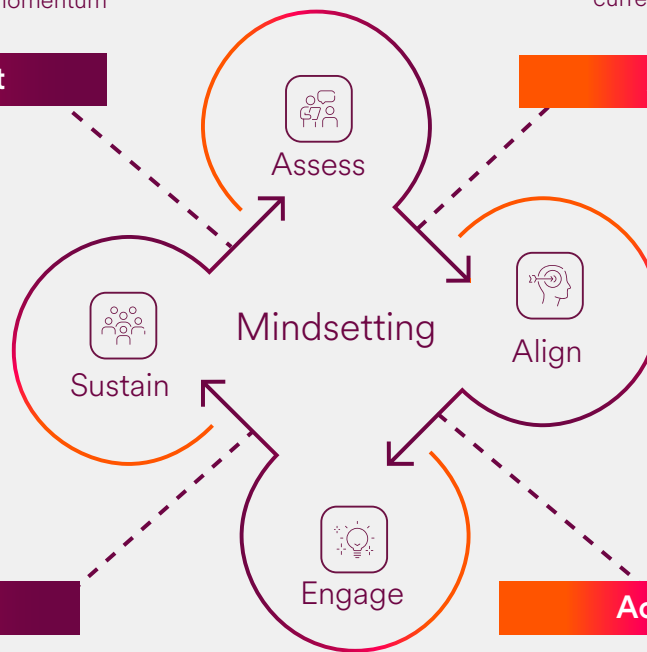
**Awareness**

**Actions**

**Explore options, hold discomfort, encourage growth.** Provide a path forward for achieving the desired position.

**Acceptance**

**Drive ownership around the desired areas of focus.** Support discussion and individual alignment around the desired position.



## Types of coaching

### Personal Blueprint™ Application Coaching

Coaching process around understanding ones current mindset (current reality) and what it could be (vision).

#### By the end of this process one will have:

- Enhanced self-awareness of personal beliefs and values impacting your behaviors.
- Clarity of areas of growth and greater potential.
- Inspirational goals to be achieved over an agreed period of time.

### Leadership Blueprint™ Coaching

Coaching process around understanding ones current mindset (current reality) and what it could be (vision), as well as ones impact on direct reports.

#### By the end of this process one will have:

- Enhanced self-awareness and level of impact on others.
- Awareness of current mindsets and level of impact on others.
- Clarity of areas of growth and greater potential.
- Inspirational goals to be achieved over an agreed period of time.
- Improved approaches and methods of engaging others.

### Team Coaching

Understanding individual mindsets and collective mindsets that can enhance or hinder team performance.

#### By the end of this process one will have:

- Healthier team dynamics.
- Improved leadership skills.
- Improved general communication skills.
- Greater work-life balance.
- Identified focus areas for improving team effectiveness.

### Gallup Strengths-Based Coaching

People who focus on their strengths are six times more likely to be engaged in their careers/businesses. Strengths are the result of your natural talents that you've built upon with skills, knowledge and experience.

#### By the end of this process one will have:

- Insights into their own strengths profile
- Enhanced self-awareness of personal beliefs and values impacting your behaviors.
- Identified areas of growth, greater potential and greater impact.
- Improved performance
- Higher levels of engagement at work
- Greater productivity in their role



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