

# COACHING DUETS

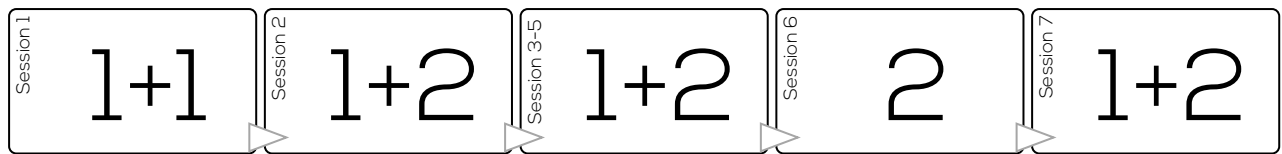
## Overview

- 2 Leaders
- Similar status
- Diverse in their thinking, approach, group membership
- With their own goals/area of development
- Coached together over three months
- Supporting each other's development
- Simultaneously advancing their coaching skills
- Deepening their professional relationship
- Getting value from divergent thinking

## Outcomes

While progressing their own goal area and engaging with a highly experienced coach who opens new insights and develops leadership style, participants test out and develop their own coaching style in a safe and collaborative environment. The unique set up of this program supports leaders to develop a deeper level of trust with a fellow leader creating a robust professional relationship. This engenders ongoing collaboration, support and the capacity to challenge and stretch each other's leadership. The modelling of this type of professional relationship is noticed through the whole of your organisation.

## How it Works



Coaching Duets are underpinned by clear establishment of trust, levelling of status, and a valuing of diversity between the leaders. In each session each leader has the opportunity to step into and expand their coaching skills under the guidance of a coach with 10+ years expertise.

Initial set up  
One to one with coach and leader  
The goal / development area for the coaching is explored and refined  
Each leader explores the strengths and skills they will bring to the coaching

Coach and both leaders  
Sharing of each coaching focus (i.e. goal / area of development)  
Coaching model, approach, and specific tools outlined  
A clear understanding of the starting point for each leader in relation to their coaching focus is explored  
First steps are defined  
Session actions confirmed and accountability set

Coach and both leaders  
Coaching on area of focus  
Leaders partner with the coach in coaching each other towards their goal/objective  
Divergence in thinking is explored and encouraged  
Session actions confirmed and accountability set

Leaders meet without the coach and discuss and encourage each other's progress  
They engage in spot coaching with each other to continue action towards goals

Coach and both leaders  
Acknowledgement of learning  
Celebration of achievements  
Exploration of next steps