

In many coaching techniques the effectiveness of the coaching outcomes is left to chance. If trust is not established, objectives are not defined, sessions are cancelled and follow-up support and accountability are optional, the coaching program has limited chance for success and the potential for significant inefficiency.

The TO-COACH™ Model was developed through research to create an integrated approach to organisational coaching to prevent the unconscious failings in other coaching approaches. Good luck is replaced by good planning within an effective structure to create a coaching program that works.

## TO-COACH Model™



Use of the Model requires essential coaching skills and a wider framework of organisational strategy and leadership development objectives combined with effective support tools.

## The Seven Steps

Each of the Seven Steps in the TO-COACH™ Model are essential, and with the completion of each cycle the coaching relationship is further reinforced. To complete a full cycle successfully requires conscious application to the process as follows:

**T** is for Trust - Trust is built at the beginning of the cycle and reaffirmed and enhanced in each cycle.

**O** is for Organize - Proper organisation of convenient times and logistics make the sessions efficient.

**C** is for Communicate - Expectations and needs must be discussed within the bigger picture priorities.

**O** is for Objectives - Personal development goals are set and agreed as the focus for each session.

**A** is for Assumptions - Assumptions are tested with new possibilities generated, leading to more options.

**C** is for Commitment - Agreed actions are the outputs from each session to create mutual accountability.

**H** is for Help - By providing ongoing support and assessment of progress there develops further Trust.

## Research

The TO-COACH™ Model has been derived from academic and field research:

Ladyshefsky, R. and Varey, W. (2003) *Peer Coaching: A Practical Model to Support Constructivist Learning Methods in the Development of Managerial Competency*, Proceedings of the First Evidenced Based Coaching Conference, University of Sydney, School of Psychology, July 2003.

[Available online: <http://www.emrgnc.com/papers.htm>]