

Coaching Tips for Corporate Guides – Month 7

Milestone: Transition/Redefinition

Coaching Objectives:

Partners end the structured coaching relationship and redefine how they want to continue their relationship (e.g., informally)

Suggested Topics and Sample Questions

- Go out (e.g., lunch/dinner) for final meeting.
- Share perspectives on how the coaching relationship worked.
- Express appreciation for each other's time.
- Discuss options for keeping connected (e.g., coffee/lunch touch base once a quarter, etc.)

Sample Questions

Updates

- What was the past nine months like for you at work?
- Did you make the progress you anticipated on your action plans?
- What else would you like to discuss today?

Reflection

- Reflecting on the last year, what aspects of the CII program were most valuable for you?
- What have you learned about yourself?
- What additional things have you learned about our organization and co-workers?
- How will you continue with your professional and personal development?
- Do you feel you are adding greater contribution in your current role?
- Reflecting on our coaching partnership, what was most helpful? What would you have liked to have done differently?

Expectations Moving Forward

- Moving forward, how would you like to stay connected?