



RIPPLE COACHING

**COACHING
PROCESS**



AN EXPLORATORY JOURNEY TO SELF-AWARENESS



Ripple Coaching has created a unique coaching program that provides long-lasting measurable change.

The program consists of 5 stages, which are described below and detailed throughout the document.

Stage 1: Self-Discovery - 3 sessions focused on Self-Awareness.

Stage 2: Emotional Intelligence - 2 sessions focused on EQ.

Stage 3: Leadership Coaching - 5 sessions focused on Leadership.

Stage 4: Team Coaching - 1 workshop to bring the team together.

Stage 5: Review and Reporting - a continuous reporting process to ensure results are reached.



STAGE 1: SELF-DISCOVERY



Using Ennea International's tried and tested psychometric test, we can produce a 45 page comprehensive report on the person's personality, stress management ability, communication and leadership style and strengths and weaknesses

The first coaching session involves the coach and the client unpacking the 45 page report, specifically focusing on the Enneagram results. The result of this session is to create a personalised development plan to overcome any potential challenges.



Using Dr Demartini (world's top human behavioral specialist), the coach and the client run a comprehensive values determination workshop to understand the unconscious drivers behind the clients behaviours.



STAGE 2: EMOTIONAL INTELLIGENCE



Tony Robbins (world's best business coach) explains that emotions are action signals for us to change something. Using his methodology, the coach and the client unpack the 10 most common emotional challenges and what their corresponding action signals are.

We then unpack the keys to effective communication of our emotions and ideas. Using the principles from Toastmasters, the coach and client will practically increase their ability to give feedback, deal with conflict and communicate ideas in an inspirational way.



The final stage of emotional intelligence is empathy, understanding how others feel and what triggers them. The best way to become effective at reading people, is to read the unconscious communication signals of body language.



STAGE 3: LEADERSHIP COACHING



Using the highly popular NLP (Neuro Linguistic Programming) framework, the coach and the client go through an intense reprogramming process, where the client unpacks and re-frames any limiting beliefs.

Depending on the discovery stage process, the coaching is tailored to the client's specific development themes.

During the coaching sessions, all conversations will align with their development themes as well as specific leadership skills that any good leader requires.

Some of the leadership development conversations include:

- Strategic thinking
- Planning and delivery
- People management
- Change management
- Communication
- Persuasion and influence



STAGE 4: TEAM COACHING



Using the Enneagram framework, we unpack each individual in the team's personality profile, as well as the team profile and dynamics. This workshop will give the team and the leader a clear view of their strengths and weaknesses as a team.

Using Dr Demartini's revolutionary values determination process, we can uncover the key values of a team and align it to the values and business objectives of the broader teams and company.



We end the team workshop with a conflict resolution and effective communication workshop. During this practical section of the workshop, each team member is tasked to share an uncomfortable experience, where we learn how to approach difficult conversations more effectively.



STAGE 5: REPORTS AND REVIEWS



On the 3, 6 and 12 month mark, we release a report of each clients progress. This report is compiled based on a 360 review of the person's top 8 development themes which are decided upon during the first stage.

These reports ensure that the coaching conversations are driving real business value. Each coaching client will be reviewed in terms of change made and if insufficient change is made, the business can decide to stop the coaching.

Unfortunately, coaching is often seen as a fluffy business purchase, where at Ripple Coaching, we focus on long lasting, visceral change. We therefore, invest a lot of time in ensuring their is measurable growth in our coaching clients.



**WANT TO
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