**Professional Coaching**

A variety of coaching services are available to help leaders, managers, performance professionals, and many others in their pursuit of organizational performance management and improvement.

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| **Program Objectives** |

Performance coaching helps the client maximize their own plus organizational assets to achieve realistic, aggressive, and nearly impossible organizational goals. It is entirely goal-oriented and focuses almost exclusively on what you can do to achieve the goals in front of you.

Coaching sessions are designed to help you, in your role as goal leader or program manager, to:

* clarify goals and objectives
* frame roles, expectations, and relationships
* develop actionable strategies
* recognize and solve barriers to progress
* create small, manageable steps that will keep you on track
* be accountable to yourself for achieving each action you commit to

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| **Program Participants and Participation** |

For Federal employees only (career, term appointment, or political appointment)

* **CAP Goal leaders/deputies. APG leaders/deputies. PMA leaders/deputies. Strategic Objective Leaders/Deputies. Mission-based Program Managers.**

Sessions address your role in realizing larger organizational or cross-organizational objectives by focusing on how you influence successful achievement through your own decision-making, relationship management, and actions. Along the way, you end up addressing your own professional evolution in ways that can make you more successful throughout your career.

* **Participants in PIC-supported leadership programs - White House Leadership Development Program. Leaders Delivery Network.**

Sessions address both your organizational pursuit and your professional development through participation in the program.

* **Performance professionals or aspiring performance professionals**

Sessions address your motivations and aptitude for entering or moving through a career in performance management and improvement, or complementary field.

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| **Service Design** |

There are several types of coaching offered by the PIC.

1. Strategies & Tactics Coaching for Organizational Performance
2. Spot Coaching for Rapid Insight & Quick Problem Solving
3. Performance Career Coaching: For Performance Professionals and those who want to be
4. Coaching Aspiring Coaches: For Performance Professionals, Leaders & Managers

Coaching sessions are held at scheduled times via phone on Mondays and Fridays.

All coaching offered by the PIC is free.

Any information discussed is confidential.

**How it Works**

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| Step 1 | Coach and client (a) agree to coaching relationship, (b) discuss the rules of engagement, and (c) generally discuss the main goal for the coaching engagement |
| Step 2A | Session goal is identified followed by discussion of relevant issues  Strategies, viewpoints and options are explored then decided  Client determines actions to take prior to the next session |
| Step 2B | Client takes any actions committed to during the session  Client may reach out to coach for unscheduled session if need arises |
| Step 2C | Client shares insights on actions taken  Reactions and results are discussed  Repeat Step 2 until . . . |
| Step 3 | Coach and client agree to wrap up the coaching relationship when the coaching goal is met or on track to be met |

[***Bethany.Blakey@pic.gov***](mailto:performance-eaprogram@gsa.gov)