

## Co-Active® Coaching Skills: Designed Alliance

As you can see from the Co-active® Coaching model, the client is at the center. Surrounding the client is what we call the Designed Alliance. The coaching takes place within this container. It is the container that supports the client while they do the work they need to do.

It is an unusual container because it is not “off the shelf.” Client and coach design the container so that it is customized to specifically meet the needs of this client. It is also a dynamic container, capable of changing over time so that it will continue to meet the client’s needs — not become obsolete.

Much of the design of the coaching alliance happens in the initial discovery session between coach and client. In this first session coach and client openly discuss the strategies that will make the relationship as effective as possible for this client; addressing the question, “How do you want to be coached?”