

**The Ultimate
21st Century
Team
Transformation
& Coaching**

- Business Coaching
- Engagement & Inspiration
- Real Team Building
- Human Sigma

**Corporate
WoWShops**

- TimeShift
- TeamShift
- SalesShift
- TrustShift
- ServiceShift
- SpeakerShift
- Leadership
- MindShift
- CoachShift
- StrategyShift
- EngagementShift

**Personal
WoWShops**

- LifeShift
- HeartShift
- WealthShift
- The Phoenix Adventure
- Dragon Slayers
- The Alchemist

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Overview of Revolutionary Workplace Behavioral CLEARx High Performance Coaching

Our goal is to help clients achieve emotional and professional satisfaction and success, by leading them to a healthy integration of lifestyle, values and career using the Human Potential Technology Model.

Coaching plans are custom-designed based on each client's specific needs and goals. We work closely with the client to map out a personalized strategy for successful professional, and personal, development.

Our Coaching philosophy is founded on core components of our Revolutionary Workplace approaches

- AI (Appreciative Enquiry)
- AQ (Resilience)
- Ontological / Behavioral Coaching
- Emotionetics - Energy & Mindset Management
- Science of Happiness@Work
- Mindset Mastery

These potent approaches are synthesized to incorporate the following simple steps:

Awareness: Through information gathering, determine how performance links to current business goals, and identify areas of development as well as develop elevated levels of Self-Awareness, Self-Esteem and Self-Confidence.

We help our clients understand the ways that the roles they have learned to play personally, and the ways they have learned to respond to challenges in their personal lives, may impact their responses under pressure on the job.

Analysis: Through assessment, analysis and feedback we determine what's best to do, to close the gaps in capability, capacity and commitment.

Explore: Discover and explore most feasible, and effective, solutions to challenges and ways of being, that provide least effort, maximum leverage and desired results with sustainability.

Emotional Ownership: Whilst clear strategic thinking is a fundamental requirement, we're also aware that many people shut down their abilities to think clearly and make decisions under pressure. Our Resilience coaching development process assists clients with learning to uncover the ways that their habituated reactions to stress can work for them and against them, and how to perform better under pressure.

SWIFT Action: The action phase provides the bridge between the person's inner process and outer accomplishment that's necessary to assist clients in achieving their identified goals. We plan and implement well-defined action steps informed by regular feedback and monitoring of progress as the coachee moves toward identified and measurable outcomes.

Hold Accountable: We work with the client to define the most effective tools and processes for achieving results. We also may ask for follow-up emails with action items after each session. We act as a cheerleader and acknowledge progress as well as holding the client fully accountable for delivering on agreed items. It's about personal ACCOUNTIBILI-ME.

Achievement: Our approach assists clients with the understanding that it's the conversations they have with themselves, that can impact everything from the confidence they project to the creativity they are able to muster, when dealing with day to day challenges. An ongoing evaluation of the coaching process, and coaching impact, provides regular measures of business results and professional outcomes. Celebrating successful steps along the way supports further commitment to the coaching development process.

Celebration: Celebrating incremental milestones towards final achievement. Embedding self-esteem, self-worth and positive internal self-talk protocols.

Our coaching is designed to facilitate a transformation of self-image, perspectives, abilities, energy management and capabilities, and to clarify competencies required to perform at an optimised and elevated level in a sustainable and meaningful manner that benefits all stakeholders.

At Life Masters we believe that each individual is naturally creative, resourceful and whole. Nothing is broken or needs fixing. We believe that the client is ultimately in charge of guiding the coaching relationship to unleash their full potential.

We provide suggestions and options, as to what might work best, and where to begin. And we challenge client's possible choices, but the client must be willing to take charge, to make decisions and choices and ask for what they want.

We believe that the client has the potential, capacity, ability, passion and drive to succeed in anything they choose to be, do and have in their life. Therefore our primary role is to provide the unbiased, confidential sounding-board, and probing questions, that will assist them in unlocking their own wisdom, enable them to discover their strengths, and to collaborate to create strategies for action that will fit best with who they are and what they intend to achieve.

As the coach, we never take over responsibility by acting as an expert authority, or by telling the client what they should or should not do. We make every effort in our coaching to support the client in intelligently considering the implications of their possible actions and decisions, so that success may generate continued vitality, prosperity and desired results, not only for themselves, but for others as well.

Our intention is to accelerate a client's growth and achievement of results within a context of realistic sustainable, work / life balance. All interactions are strictly confidential.

Our Revolutionary Workplace High Performance Methodology

Initial meetings with the "sponsor" and coaching client are usually face to face. The sponsor meeting is to gain insight, understanding and match overall expectations of the intervention. The initial Coachee meeting is held to ensure a complementary and harmonizing relationship fit between coach and coachee.

Thereafter we agree on a balance of either, telephonic, and/or face to face encounters. These are in accordance with each coachees' specific work needs and time constraints. This may be a blend of weekly, bi-monthly, multiple sessions per week etc. We are flexible and collaborate very closely with each coachee to achieve their' desired outcomes.

In between sessions we are on hand for brief tele-coaching, email interactions, homework feedback, "scores" and break-throughs. As well as positive support, mentoring or feedback and accountabilities.

Outcomes of the Revolutionary Workplace High Performance Coaching & Grit Mindset Activation

The core intended outcomes are matched from the initial discussions with the sponsor and the coachee. Although this is the core focus of our coaching, we find that often there are other results that add to the value of the entire coaching process. Usual outcomes, over and above initial goals, include improved self-awareness, enhanced resilience and self-confidence, clearer goals and action plans and a more motivated/inspired coachee.

As problems, possibilities and solutions exist in the eye of the beholder, through the ontological coaching aspect the coachee will have greater awareness and understanding of the 3 main areas of ontological coaching, being those of language, emotions, and body, and an understanding of how these impact perspectives, possibilities and their behaviours.

In order to systematically close the gap between expected/required and current performance, our coaching processing is aligned with the ISPI (International Society for Performance Improvement) model. (See attached document)

The High Performance Coaching Intervention Duration

Typical coaching interventions are initiated for a 90-120 day period with 60-90 day extensions thereafter. The final duration depends upon the outcomes targeted and actually achieved. Some interventions may continue over many months to years, based upon the clients' specific needs and value received.

Typical Revolutionary Workplace 6-Phase High Performance Leadership Coaching Steps

Phase 1: Introduction (First Meeting)

- ✓ Meet for Initial “matching encounter”
- ✓ Share backgrounds
- ✓ Discuss challenges and needs – ensure client is supported and stable
- ✓ Talk about the focus/topics for the coaching sessions.
- ✓ Determine if there is a fit and decide to move forward or not.

Phase 2: Determine Coaching Focus (First Meeting)

- ✓ Discuss information to be gathered from assessments and conversations with others.
- ✓ Determine behavioral information and feedback required to assist the coach and coachee in their focus.
- ✓ Mutually agree to the focus and topics to be discussed in future coaching conversations.
- ✓ Discuss frequency and length of meetings, confidentiality and need for additional information to assist in the development of a coaching focus.
- ✓ Schedule next meeting.

Phase 3: Assessment (Second Meeting)

- ✓ Review feedback from assessments and conversations.
- ✓ Review feedback from other sources (interviews, clients, 360’s etc.)
- ✓ Identify trends, patterns, strengths and engagement areas.
- ✓ Prioritize the topics to be worked on.
- ✓ Develop the coaching plan based on feedback, assessments and discussions

Phase 4 SWIFT Conscious Action

- ✓ Conduct a gap analysis to identify developmental needs, obstacles and barriers.
- ✓ Identify appropriate coaching/Mentoring/Activation strategy.
- ✓ Implement strategy for coaching sessions.
- ✓ Assess Progress and next outcomes
- ✓ Agree on accountabilities, performance shifts and measurements.
- ✓

Phase 5: Coaching (Ongoing Coaching Sessions)

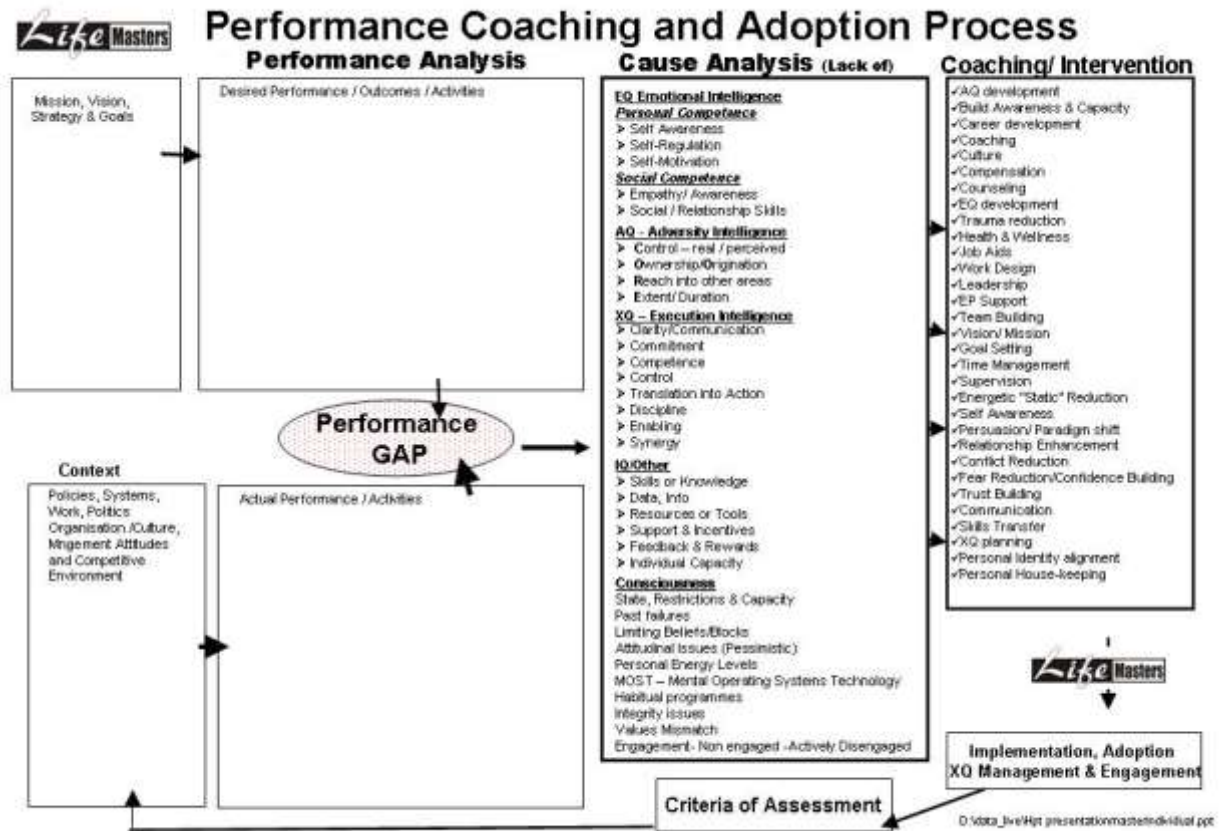
- ✓ Assess previous time-period results and agreed activities and outcomes
- ✓ Collect feedback on how the sessions are going for the coachee and coach.
- ✓ Coach to next identified outcomes and challenges
- ✓ Assess process and progress
- ✓ Agree on next accountabilities and performance shifts.
- ✓ Management Feedback
- ✓ Agree next session

Phase 6 Evaluation and Follow-up (Final Session)

- ✓ Collect feedback on how the sessions went for the coachee and coach.
- ✓ Review and match results to initial objectives
- ✓ Exit Management feedback
- ✓ Decide on next steps.

We know from research and experience that your investment in our Consciously Constructive Revolutionary Workplace High Performance coaching many times provides ROI levels of anywhere between 300% to 500%. At Life Masters we endeavor to partner with the client to achieve outstanding ROI levels, as well as coaching and supporting the coaches, in ways that transforms their thinking, behaviors and lives along the way. We look forward to being of immense value to your organization as well as your people and teams.

High Performance Coaching and performance Diagnostic used by our Revolutionary Workplace Framework.



Our Consciously Constructive approach builds greater awareness and increases choice.

#FutureFit Consciously Constructive

