

# Liminal Solutions Coaching Model -- Process Roadmap

Open-----Month 1-----Months 1-2-----Months 2-3-----Months 3+-----Close

<b>PHASES</b>	1. CONTRACT for Results	2. GATHER & ANALYZE the Data	3. DEVELOP the Plan	4. IMPLEMENT the Plan	5. EVALUATE Progress
<b>ACTION STEPS</b>	1.1 Define type of coaching  1.2 Determine desired outcomes  1.3 Provide overview of coaching process  1.4 Clarify mutual expectations  1.5 Agree to formal proposal	2.1 Collect 360 degree survey data  2.2 Identify/interview others  2.3 Administer instruments  2.4 Conduct Life Narrative interview  2.5 Analyze results  2.6 Review Core Leadership Map & interview feedback with client  2.7 Observe client in leadership situation(s)  2.8 Define priority issues	3.1 Set/reset scope of work (as necessary)  3.2 Explore different action plans, plus specific tasks and obstacles  3.3 Develop optimal action plan (for individual and organization) <ul style="list-style-type: none"> <li>• steps</li> <li>• resources</li> <li>• timeframe</li> <li>• follow-up</li> </ul> 3.4 Hold three-way meeting with supervisor  3.5 Finalize action plan	4.1 Implement action plan  4.2 Hold regular conversations to review progress against plan <ul style="list-style-type: none"> <li>• Work through obstacles, fears, doubts</li> <li>• Serve as a sounding board</li> <li>• Foster reflection about actions</li> </ul> 4.3 Revise action plan as necessary  4.4 Provide additional ongoing support (i.e., skill-building, team intervention, etc.) - OPTIONAL	5.1 Collect progress measurement data <ul style="list-style-type: none"> <li>• Self perspective</li> <li>• Other perspective</li> <li>• Observation</li> </ul> 5.2 Assess levels of satisfaction w/ results  5.3 Make adjustments as necessary  5.4 Conduct end-of-coaching debrief  5.5 Formally close the relationship (consider final three-way mtg.)
<b>TOOLS</b>	<ul style="list-style-type: none"> <li>➤ Questions for Opening Discussion</li> <li>➤ Process Overview</li> <li>➤ Formal Proposal</li> <li>➤ Coach/Client Contract</li> </ul>	<ul style="list-style-type: none"> <li>➤ 360 Degree Interview Protocol</li> <li>➤ Interview Protocol</li> <li>➤ Personality Inventory</li> <li>➤ Core Leadership Map</li> <li>➤ Feedback Report</li> </ul>	<ul style="list-style-type: none"> <li>➤ Action Plan with Steps/Resources/Timeframe</li> <li>➤ Three-Way Meeting Guide</li> </ul>	<ul style="list-style-type: none"> <li>➤ TBD per Content of Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>➤ Addendum to Action Plan (based on Adjustments)</li> <li>➤ Progress Check</li> <li>➤ Interview Protocol</li> <li>➤ Questions for Coaching Debrief</li> </ul>