

NLP Corporate Executive Coaching Services

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A MULTI-MODAL APPROACH FOR HIGH PERFORMANCE
COACHING FOR INDIVIDUALS & TEAMS



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NLP Corporate Executive Coaching

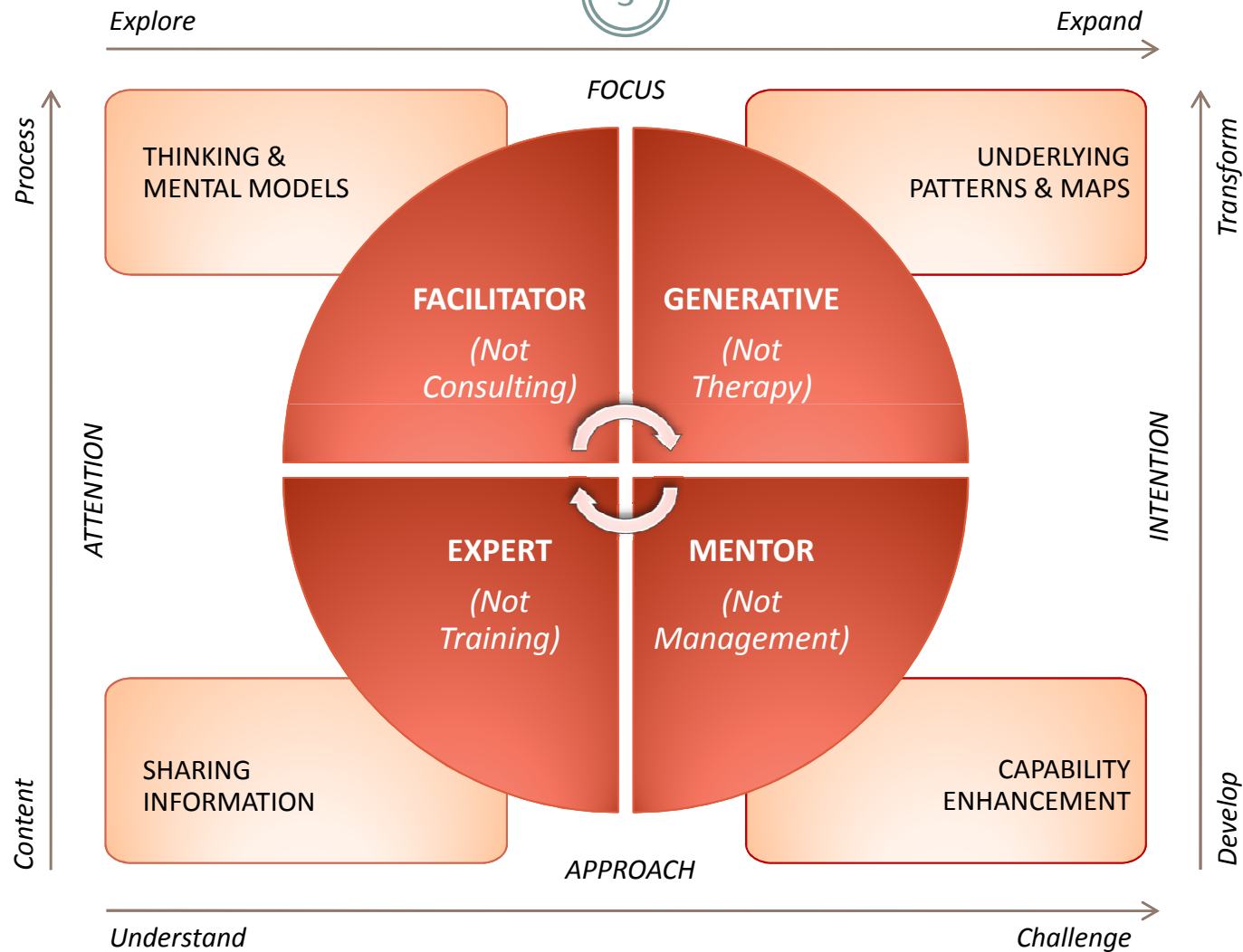
We developed the four quadrant coaching model in 2011, providing a coherent framework for our multi-modal approach to high performance coaching for individuals & teams.

Our collaborative coaching approach is largely underpinned by the accelerated learning and change technologies of NLP and Self Relations Therapy.

- The four quadrant coaching model describes our multi-modal approach
- Effectively underpinned by a set of powerful change technologies
 - Neuro-Linguistic Programming (NLP)
 - Self Relations Coaching
- Fully integrated with our core consulting services and solutions
 - Process Facilitation
 - Accelerated Learning
- Offering a principle-based approach that delivers results with integrity

Four Quadrant Coaching Model

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Content-Oriented Coaching

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Coach as Expert (Q1)

- Focus is on delivering knowledge and content based information accurately and articulately
- Coaching is primarily offered at level of rational thinking and intellectual understanding
- Danger that “understanding” may not translate to real change or performance improvement.
- Expert coaching *is not* classroom or one-on-one training

Coach as Mentor (Q2)

- Focus is on developing and enhancing a learner’s capabilities and job performance
- Coaching is offered both in terms of the learners approach (*how*) and outcome delivery (*what*)
- Challenge that the learner may quickly outgrow the mentors knowledge and wisdom
- Expert mentoring *is not* project or performance management

Process-Oriented Coaching

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Coach as Facilitator (Q3)

- Focus is on helping individuals & teams manage processes-related activities more effectively
- Coaching primarily involves addressing mental models and individual/team learning capacity
- Issue of coaches imposing their own outcomes for learners – which may feel like manipulation
- Process oriented coaching *is not* content based consulting

Generative Coaching (Q4)

- Focus is on acting as a “steward” in service of the learner’s own professional and personal goals
- Coaching addresses the underlying patterns and maps that inhibit/enable transformation
- Requires a deep coaching relationship largely based on understanding and mutual respect
- Generative coaching *is not* individual psychotherapy

Principles for Process-Oriented Coaching

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- **Guiding principles are essential to inviting and sustaining a collaborative coaching relationship and dialogue:**
 - Client is a content expert with the Coach as a process guide, mutually engaging and connecting as conversational partners
 - Coaching conversations are characterised by co-operative language, appreciate inquiry, deep listening and shared learning
 - Observations, questions or suggestions are offered in a manner that conveys genuine respect, interest and appreciation for the client
 - Through the above, the client's story (and internal map) is experienced in a way that clarifies, expands, shifts and transforms it
 - How transformation occurs and what it looks like will vary from client to client, from coach to coach, and from situation to situation

The NLP Corporate Coaching Difference



- We offer significant capability approach in delivering outcomes across all four coaching quadrants
- Our approach is underpinned by a set of powerful learning, development and change technologies
- Fully integrated with our other core consulting services of process facilitation and accelerated learning
- Based on a set of guiding principles that ensure our coaching services deliver results with integrity
- We have over twenty five years experience effectively coaching individuals and teams in organisations

NLP Corporate is an expert consulting firm specialising high quality applications of Neuro-Linguistic Programming (NLP) that can significantly improve your human and business performance.

Our specialist organisation development (OD) consulting services and solutions currently include Process Facilitation, Accelerated Learning and Generative Coaching.

For results with integrity please contact Clive at NLP Corporate today .



Clive Alcock

Executive Coach &
Founding Director

enquiry@nlpcorporate.com.au

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RESULTS WITH INTEGRITY