



EICHENHORN

COACHING · TRAINING · MODERATION

## What is the meaning of Coaching?

There are many definitions for the term coaching – one definition probably does not meet this term, as it has established as a generic term for various methods. Coaching is a specific consultation service for the individual assistance for persons in processes of change being determined by professional, private or other context. Our definition of coaching is the Eichenhorn quality definition.

### In which cases does coaching make sense?

Typically new situations and problems arise in special phases of life or career that have to be managed. Or there are situations or behaviours, which you want to, should or even must change. This could be achieved by coaching – within the bounds of the customers request for changing. Coaching is sensible in all cases, where the customer (coachee) wants to change something or faces a problem he thinks to need support for by coaching.

### What is so special to Coaching?

Unlike an advice from a friend or an instruction by a principal during **coaching the coach does not dictate any guidelines or solutions**. Rather during coaching so called resources – talents and possibilities of the client – are brought out in detail, which are valued by the client himself. Further on solutions are developed and the appropriate one(s) are selected again by the client. To this extent coaching is an open process with the results not standing.

**At the end of coaching the client gets the changes which especially FROM HIS POINT OF VIEW are the very best for HIM.** These are not necessarily the changes friends, partners or principals desire. Often this process takes several sessions because of the complexity and extent of the client topics. Also change processes which are taking some time can be supported more effectively by several coaching sessions.

In professional coaching several techniques have been established, for example techniques of conversation. Constellations are subject of a lot of attention of the public. Still there are many other just as successful coaching techniques.

A good professional acting coach can be identified by mastery of these methods in combination with relevant experience in the area of the clients problem. Actually she acts as (sparring) partner of her client, where the client determines the contents of the coaching, and the coach combines – in the role of a moderator – the best techniques in a sensible way and is responsible for the procedure.

### People who want a good coaching need a good coach...

It is vital to choose the right coach.

### ...and are able to describe their concern.

To find the right coach for a successful coaching it is helpful, if the client is aware of the relevant subject matter of the coaching and if he/she is able to describe it. If this is not the case we will formulate the goal together. We will discuss the most efficient way to achieve your goal. We will define this way and we will coordinate it in detail.