

## ChallengeX Coaching

The ChallengeX Coaching Program is designed for executives who seek support in a challenging situation on a one-on-one basis over a period of time. The Coaching Program has clearly defined structure that is based on the very same principles and background as our Leadership Program. Usually there will be 10 coaching sessions. During the first two sessions the structure of the program is tailored to the coachee's individual needs. An important aspect of the Coaching Program is the partial integration of superiors and colleagues.

### Concept

	2 Sessions	3 Sessions	3 Sessions	2 Sessions
Pre- paration Interview	<ul style="list-style-type: none"> <li>• Frame/identify challenges</li> <li>• Take big picture perspective on challenges</li> </ul>	<ul style="list-style-type: none"> <li>• Identify patterns of work avoidance</li> <li>• Develop awareness for unique qualities of coachee</li> <li>• Explore collective and unique "should structures"</li> </ul>	<ul style="list-style-type: none"> <li>• Develop action plans</li> <li>• Improve responsiveness for dealing with crisis and breakthroughs</li> </ul>	<ul style="list-style-type: none"> <li>• Dealing with Power Dynamics</li> <li>• Integrate learnings into daily practice and ensure sustainability</li> <li>Recapture learnings</li> </ul>

*Partial integration of superiors and colleagues if necessary*