



RAE Development Coaching Services

“Coaching is a vehicle to help individuals and professionals capitalize on their strengths, meet their fullest potential, and achieve desired results.”

*Rachel Karu,
Founder, RAE Development*

Professional Coaching

- Ensure successful assimilation for newly hired and promoted Managers, Directors and Vice-Presidents
- Take your Executives leadership to the next level
- We create career development plans for High Potential employees to help them map long-term careers and advance to the next level

Personal Coaching

- Career transition
- Shift into a new role either within your current organization or in a new direction
- Gain greater clarity on what is important to you and create the life you desire and deserve (life coaching)

Step 1 - Discovery:

Outcome: Self-awareness and creating coaching alliance

- Client completes a Discovery Questionnaire to help the coach get to know him/her and to begin a valuable reflection process
- For Professional Coaching - Kick off meeting with Coachee and his/her manager to discuss possible coaching goals and clarify confidentiality issues
- Discovery Session - This 2 hour session sets the foundation for the coaching relationship and includes:
 - Values clarification
 - Work/life balance activity
 - Coaching alliance design
 - Relevant assessments such as Myers Briggs Type Indicator (personal preference tool), 360° Feedback, Strength Deployment Inventory (career skills tool), Work Engagement Profile, Thomas Kilmann (conflict styles)

Step 2 - Action Planning:

Outcome: Determine and create a development plan outlining 1-3 specific coaching goals including measurable outcomes, and evidence of success

Step 3 - Ongoing Coaching for Growth and Positive Change:

Outcome: Achievement of coaching goals and modifying goals as needed

- We offer two packages: 2 or 4 hours of coaching per month. The focus of the sessions includes giving and receiving continuous feedback, tracking goal progress, modifying goals and creating new goals, and experimentation with new skills, tools, and behaviors
- Coaching sessions are facilitated either by phone or face-to-face. Each coaching session usually concludes with assignments or inquiries in order to deepen the client's learning

Step 4 - Monitoring and Measuring:

Outcome: Progress and improvements tracked at 30, 60, 90 day intervals; 6 months; and up to 1 year

- Relevant assessments and interviews may be repeated to track progress
- Modification of action plan at 30,60,90 day intervals as necessary

CONTACT US TODAY!
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