



COACHING HUB

One of the four main pillars at Solstice is our Coaching and Mentoring Hub. We specialize in designing customized coaching sessions for individuals, coaching platforms for organisations and mentoring solutions. Through our i-academy and we-mentor coaching support structures we ensure that the inherent potential of the individual is unlocked.

The Coaching Hub offers you an exciting Virtual Executive Coaching Solution (VEC) which has been successfully rolled out to leaders across the globe

WHO IS IT AIMED AT

This VEC solution is aimed at middle to senior level leaders within in any industry and organisation. Leaders who want to improve their productivity and enhance their performance whilst still balancing the day to day demands of the role. Being able to have access to an executive coach to work through difficult situations, high level decisions making or problem solving is ideal for any leader in today's environment.

PROGRAMME DELIVERY

- Virtual Coaching – via (Zoom/Skype), real-time interaction with coach.
- Face to face sessions can be arranged
- On-line Learning – access to articles, videos and assessments

ACCREDITATION

This programme can be accredited at an NQF Level 5 with 8 credits towards the National Certificate: Generic Management – SAQA ID – 59201. This is optional.

PROGRAMME STRUCTURE

Coaching sessions are 60/90 minutes. Usually 6 to 10 coaching sessions over a 10-month period

Coaching Lifecycle

Stage 1:

- **Chemistry** sessions - **Identify** 3 coaches from panel

Stage 2:

- Contracting - **selects** coach completes assessment

Stage 3:

- Coaching - **development goals** and **expectations**

Stage 4:

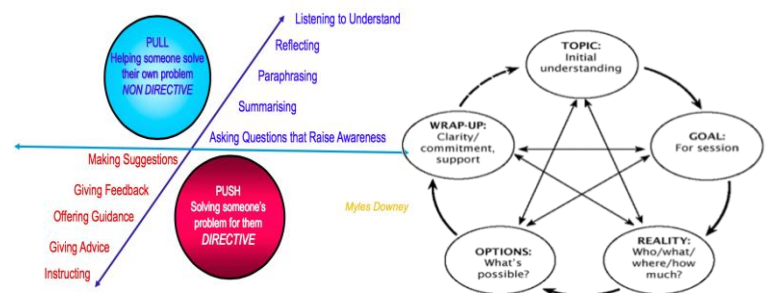
- **Evaluate** and **celebrate**, **review** progress and success

Stage 5:

- **Termination** - of the Coaching Assignment.

COACHING METHODOLOGY

As the VEC process will focus on the development and the improved performance of the coachee Solstice uses two generic models to guide the process. The enhanced GROW model (TGROWR2) and the Coaching process Model (Push/Pull).



COACHING BENEFITS (COACHEE)

- Enhanced relationships and leadership style leading to goal achievement
- Increased self-esteem and work/life satisfaction, motivation and productivity
- Create new realities by becoming more aware of, and changing those, beliefs, behaviours and perspectives that may impede success.
- Build skills to cope with change and help manage major transitions
- Enhanced thinking and decision-making skills, interpersonal effectiveness, and increased confidence

