

Coaching concept by Sonja Kokoschka

Who benefits from coaching?

In principle, coaching is aimed at leaders with individual, personal or professional issues. Typical reasons for coaching may be, for example:

- Taking on a new leadership role
- Planning and advancing one's career
- Improving or maintaining performance
- Making important decisions
- Increasing effectiveness as a manager
- Meeting professional and family requirements
- Mastering change and crises

Coaching enables individuals to drive forward their personal and professional development and to develop new perspectives and creative solutions.

How do we proceed?

Preliminary meeting

An initial non-binding meeting kicks off every coaching process. During this meeting we clarify to what extent coaching is beneficial for your matter and what the general conditions are. In addition, we have the opportunity to get to know each other and to then decide whether we are able to form a trusting relationship.

Coaching process

In the initial coaching meeting we define the goals and success factors for the coaching process. It is not uncommon that in the course of the coaching process it turns out that the original issue or goal has changed or that the focus has shifted. We then jointly analyse this and adjust the goal as necessary.

At the end of each session and at the end of the overall process we look at the results and findings and discuss what is important in ensuring learning transfer: After six months we once again look at the findings and results to see how well they may be implemented in practice.

Which general conditions apply?

Generally, coaching sessions last for two hours. In some cases ½-day sessions may be more appropriate, however.

The length depends on your needs and concerns. In most cases goals are achieved after 6-8 sessions in a 4 to 6-week period. Ultimately you decide whether you are satisfied with the result. I guarantee you a professional process.

A quiet setting is necessary for the implementation of the coaching process. This may be a room at your company or in a hotel/seminar centre.

My hourly rate for a business coaching session is between EUR 200 and 250 plus VAT and expenses.

What will our relationship look like?

The most important precondition for a successful coaching process is mutual trust. I assure you absolute discretion, confidentiality and transparency. Coaching can never be a one-way street. You will get the most benefit out of your coaching process if you are willing to discuss your matter openly, if you challenge the status quo and if you try out new things. I guarantee you that I will support you in a professional and appreciative manner.

What methods do I use as a coach?

The core of my work is my systemic approach and methodology. Depending on the situation and requirement, however, I combine these with methods from various schools of thought, such as transactional analysis, Gestalt and Body Psychotherapy. The focus is always on the question of what helps you and what is useful in terms of your coaching process. I firmly believe that purely working at a cognitive and verbal level will not always lead to a change in perspective and open up new perspectives. This is why I clarify in every process whether you are open to intuitive or experience-oriented exercises. Again, it is important that you decide what is right for you. I am convinced that everyone already has inside them whatever they need to find a solution. In my role as coach I see myself as a supporter, sparring partner and inspirational motivator.