

THE INTENTIONAL ENGAGEMENT FRAMEWORK

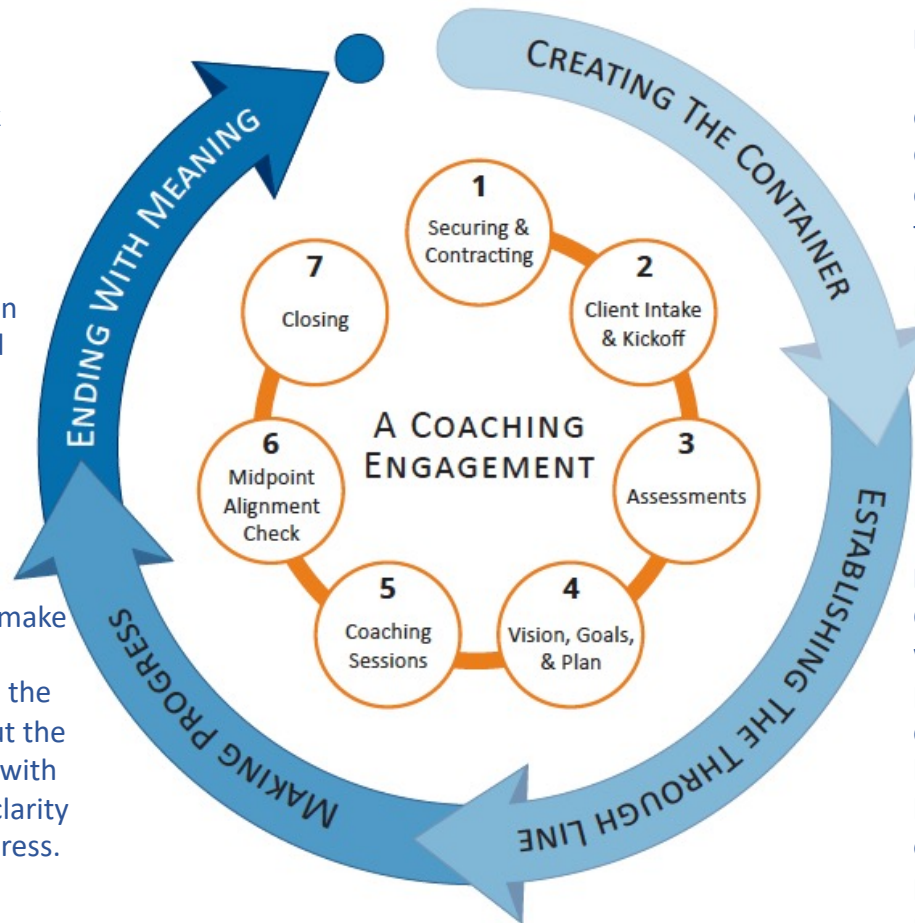
Intentional Engagement is the act of mindfully and consistently attending to the processes and tools that support a healthy coaching engagement. As the framing of a building creates the space within a structure, intentional engagement creates the space for the coaching relationship and coaching conversations. And, like framing, it is not what you should see when you look at a coaching engagement. When done well, intentional engagement runs seamlessly in the background, creating the container for you to do your best coaching.

Phase IV: Ending with Meaning

Supporting the client and the organization to reflect on the work that has been done, identify and celebrate the client's progress, and plan for the future. A strong finish sets up the client and the organization for a smooth transition out of coaching and into continued growth.

Phase III: Making Progress

Coaching clients as they work to make the changes they aspire to, while checking for alignment with both the client and the sponsor throughout the process. Great coaching coupled with alignment touch points leads to clarity regarding success and client progress.



Phase I: Creating the Container

Defining ways of working with your client and the organization, including establishing boundaries and confidentiality, all of which is essential to developing the safe space and trust required in a healthy coaching relationship (De Hann et al. 2016).

Phase II: Establishing the Through Line

Clarifying where the client is today, what future success looks like personally and professionally, and the changes that will help them get from here to there. Establishing a through line ensures alignment on coaching objectives and creates the freedom to pivot to emerging issues when necessary, without losing focus.