

# GETTING STARTED WITH ITS COACHING



Unlock your next gear and take bold action with our ITS Mentality and GROW Model-based coaching. Our programs have proven advantageous for individuals at all stages of their career, tailored to empower leaders, like you, tackle challenges and achieve significant growth.

## Coaching Tracks:

### Executive Objectivity & Accountability:

- High-level coaching for senior leaders to enhance strategic decision-making and leadership impact.
- Approach: Indirect coaching with a focus on legacy and complex challenges.

### Growth Trajectory Acceleration (Developmental Coaching):

- Coaching for emerging leaders aiming for expanded roles and responsibilities.
- Approach: Blended coaching with comprehensive ITS Leaders Development content.

## Coaching Format and Logistics:

**Session Formats:** Combination of in-person and virtual sessions (Zoom / MS Teams).

**Documentation:** Coaching workbook provided. AI Notetaker for virtual sessions, providing recordings and transcripts.

**First Month Scheduling:** 2-3 sessions, in-person whenever possible. At least one 90-minute coaching.

**Scheduling Rhythm:** Generally two 60-minute sessions each month with an effort to calendar at the same time/day.

**Open Communication:** Don't wait for the next session if you're in need. Call or Email your coach without concerns about added cost.

**Billing:** Monthly invoicing due before the end of each month.

## What to Expect From Your Coach:

We believe in coaching relationships built on mutual respect, authenticity, and effective communication.

### *We Embrace Radical Candor:*

- **Balanced Care and Direct Criticism:** Our coaches employ a radical candor approach, blending genuine care with direct and honest feedback. This method is designed to encourage growth while respecting your perspective.
- **Constructive Feedback:** Expect open, honest communication aimed at helping you identify areas for improvement and celebrate your successes. If we feel something may be what you need to hear for growth but not necessarily what you want to hear, we're going to say it.

### *Confidentiality and Respect:*

- **Trustworthy Environment:** Your coach will maintain the highest level of confidentiality, ensuring a safe and trusting environment for open dialogue.
- **Respect for Your Journey:** Recognizing that each client's path is unique, our coaches respect your individual experiences and tailor the coaching accordingly.

### *Authenticity and Professionalism:*

- **Genuine and Relatable:** Coaches at CultureShoc are authentic and relatable, fostering a connection that is grounded in real-world experiences. We share experiences and guide towards resources.
- **More Curiosity-Led than Advice-Driven:** While each client's needs are different, we always lean towards asking the right questions.
- **Professional Boundaries:** While being approachable and empathetic, our coaches also uphold a professional standard, ensuring that the coaching relationship remains focused and goal-oriented.



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## Client Commitments:

**Consistent Participation:** At least two sessions per month.

**Vulnerability and Willingness:** Arrive prepared to engage in self-improvement.

**Boundary Pushing:** Challenge yourself to explore new possibilities.

**Making Commitments:** Set and uphold actionable commitments.

**Follow-Through:** Ensure consistency in fulfilling agreed actions.

## Not Suitable For:

- Those dwelling in the past or unwilling to change.
- Those being told they need coaching but not really wanting it or believing its necessary.

## Pre-Work and Participant Survey:

**Team Interviews:** If appropriate, we may engage in discussions with a participant's supervisor, peers, and employees

**Assessment Tools:** S.W.O.T. Analysis, Kolbe A Index, etc.

**Goal Setting:** Establishing clear personal and professional objectives.

**Focus on Leadership Development:** Identifying key areas for growth (Next Gear).

## Payment Terms: Monthly Pricing Varies by Coach

**Flexible Scheduling:** Recommended 3-month scheduling, with the option to cancel anytime.

**Results or Nothing Promise:** If you're not getting value, don't move forward and don't pay.

### Payment Options:

- Credit Card (subject to a 3% fee).
- ACH Payments for timely and managed transactions.
- Check at the Session: Hand it to your facilitator upon meeting/exceeding expectations.
- Mail Check: Send to 29065 Clemens Rd, STE 300, Westlake, OH 44145 ahead of the session.

## Are You a 'HELL YES'?! Here's What's Next:

**Scheduling:** Work with your coach directly to calendar sessions for the first three months OR book through your coach's Calendly link.

**Get Started on Pre-Work:** Keep an eye on your email, your coach will be sending you a workbook and additional assessments.

Client Signature: \_\_\_\_\_ Date: \_\_\_\_\_

CultureShoc Signature: \_\_\_\_\_ Date: \_\_\_\_\_