

MCODE™ COACHING AGREEMENT

DATE:

CLIENT:

COACH:

PURPOSE

_____ is offering this agreement to provide coaching for _____. Coaching is intended to support you in aligning their behaviors with achieving the results that are most important to the long-term success of their personal lives, families, professional lives and the organization(s) and communities they serve.

MY PHILOSOPHY OF COACHING AND THE ROLE OF A COACH

In the 15th century, craftsmen in the village of Kocs, Hungary made their living building simple wagons to transport goods between Vienna and Budapest. Then a now unknown artisan “overturned the apple cart” (so to speak) by using the basic technology to devise a larger, covered and more comfortable carriage for transporting *people*. His innovation came to be called a *Koczi szeter*, a ‘wagon of Kocs,’ which over time and through translations across various European languages became “coach” – a way to move people.

Today, whether we’re speaking of an athletic coach, a health coach, a life coach, an executive coach, the roots of the meaning stand: coaches *move people* from one place to another.

How coaches achieve this inspires two varying philosophies for guiding change. A “coach-pull” model emphasizes probing for opinions, active listening, and strong encouragement. A “coach-push” (what we might call a “consultant”) model emphasizes transferring information, issuing advice and providing solutions.

Here are some distinctions:

- Coaches say “You know”; Consultants say “I know”

- Coaches guide you to develop skills you already have; Consultants teach you new skills you don't already have.
- Coaches ask questions to pull out the answers from inside of you; Consultants give answers that push you forward.
- Coaches are the guide by the side helping you get where you want to go; Consultants are the sage from the stage telling you what to do.

Coach–pulling, and coach–pushing (consulting) are both valuable and appropriate for the right place at the right time. Instead of choosing between these approaches, my philosophy is primarily coaching but allows for consulting, therefore bringing together both elements of coaching and consulting as defined by the term “consultative coaching.” My process uses both “pushing” and “pulling” forms of communication. Most sessions will have much more of a “pull” focus, while others will have more of a “push” focus. In both cases, it is important that we agree in this commitment that the success of coaching depends on your application and action. My role as a coach is to create a dialogue that brings clarity and awareness which moves you from where you are to where you want to go. My role as a coach is first and primarily to observe, not offer hypotheses. Coaching begins with an assumption that the client is whole, wise and highly knowledgeable about the nature of their own personal and professional development. To do that, I may introduce or co-create self-observation tools, exercises and behavioral practices. I approach coaching from a holistic lens, attentive to your interior life as well as how your interior reality is expressed through your physical presence and behaviors. I seek mutual understanding regarding the dynamics of the organizational cultural and systems (including policies and practices) within which you operate.

OUTCOMES

The anticipated outcomes of coaching may include:

1. Increased self-awareness, especially in regard to your motivational pattern.
2. More intentionality in applying motivational insights to your life.
3. Strengthened relationships.
4. Greater appreciation of your strengths and differences in others.
5. Increased results on areas we work on.

COACHING METHOD

My approach to coaching includes the following:

1. Determine client's commitment to the coaching process: to solicit feedback, assess feedback, work to develop more effective behaviors, possibly involve stakeholders to support desired changes and measure the results of the behavior change effort.
2. Identify with client the high leverage behaviors to focus on that will provide the most strategic benefit for the client.
3. Partner with the client in understanding and responding to feedback.
4. Support the client in engaging more intentionally with others.
5. Conduct regularly scheduled coaching meetings (45 minutes – 1 hour) via Zoom or by phone.
6. Be available to the client for needed coaching and consultation between regularly scheduled meetings.
7. Create a safe, trusting environment/space for all coaching meetings, thus encouraging vulnerability and honesty.
8. Be present (physically, emotionally, cognitively, spiritually) for every coaching meeting.

DURATION: Coaching will span from _____ through _____.

CANCELLATIONS/RESCHEDULING MEETINGS

Except in cases of emergencies, coach and client agree to give at least 24 hours notice for needing to cancel/reschedule a meeting. Furthermore, coach and client agree to arrive on time for each meeting.

CONFIDENTIALITY:

The coach will maintain confidentiality to the extent permitted by law, unless:

1. The client divulges information about illegal activities, or if the information is relevant to any legal action concerning this engagement. The client understands that the coach-client relationship is not privileged under law.

2. The coach seeks guidance from another coach in order to better serve the client. At the coach's discretion, the coach may consult a fellow coach for advice and suggestions regarding addressing the client's needs. In such cases, the coach will maintain the client's anonymity and seek to reveal as little information about the client's situation as reasonably possible to receive the desired guidance.

Evaluation: Client will evaluate coach with an evaluation form at the end of the contract.

Agreement

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