



# PROFESSIONAL COACHING

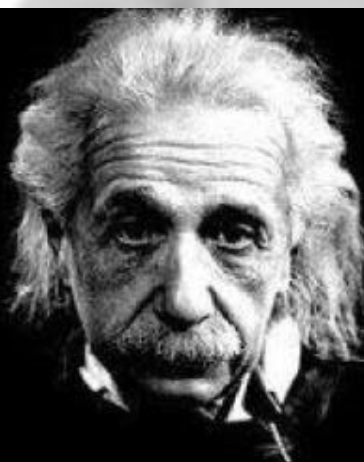
## INDIVIDUAL AND GROUP





**ILIC**

**"WE CANNOT  
SOLVE OUR  
PROBLEMS  
WITH THE SAME  
THINKING WE  
USED WHEN WE  
CREATED THEM"**



Financial  
Planning

Team

Strategy

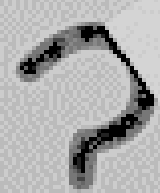
SWOT  
Analysis

Review  
and  
Revise

Projects

Analysis

Ability



# PROFESSIONAL COACHING



HELPING YOU REVEAL YOUR POTENTIAL



## INDIVIDUAL OR GROUP

12 participants maximum



## Who is coaching for?

Executives, managers, experts who want to maximize their personal and professional potential



**English level required** B2 minimum (CERL)

## HOW WE OPERATE

Our Vision of Professional Coaching:

The ICF (International Coach Federation) defines Professional Coaching as:  
*“Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential”*

As ICF members, we adhere to this definition and are fully aligned with the core values of integrity, excellence, collaboration and respect.

Our responsibility as coaches:

- Provide time and space for our clients to work on their issues in all confidentiality.
- Consider our clients as an expert on their situation
- Explore, clarify and align the coaching to client’s / organization’s needs
- Encourage our client to use their creativity and internal resources
- Foster self-discovery through a creative, thought provoking process
- Facilitate the emergence of solutions and strategies as discovered by our client
- Hold our client accountable for finding their own solutions while respecting their difficulties
- Activate change, autonomy and resilience through a change of perspective



# A PROFESSIONAL COACHING PROJECT

**CONTEXT** – following the merger of two medium-sized companies, a certain number of issues were emerging : an internal audit highlighted the existence of competition between teams leading to reduced margins, retention of information and a lack of performance ; management issues relating to trust and clarity of strategy.

**OBJECTIVE** – to create a unique company culture with a clear business strategy.

**THE COACHING APPROACH** – a general meeting to bring together the 10 managers of the group involved in the project with the aim of producing a contract to be validated by all parties (managers, HR, coach) defining the stakes, the challenges and the objectives.

**INDIVIDUAL COACHING** for the General Manager and for two of the managers identified as having specific issues to deal with.

**GROUP COACHING** for the management group including the General Manager. A 2-day session per per month over a 3-month period to promote self-awareness, group awareness and the new vision for the company ; to build new modes of communication and group interaction ; to co-define the project and the contributions of each of the actors to reach the strategic objectives of the company.

**COACHING TOOLS** – Neuroscience, Constructivism, Cognitivism, Emotional Intelligence, Systemic approach... : a full range of tools adapted to the specific needs of the group are used throughout the process to help the entire group fully exploit individual and group potentials.





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