

Contracting for an RPM conversation

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(thesis amendments submitted May2019)

Developing soft skills through coach practice

RPM ~~Coach~~ practice is:

?

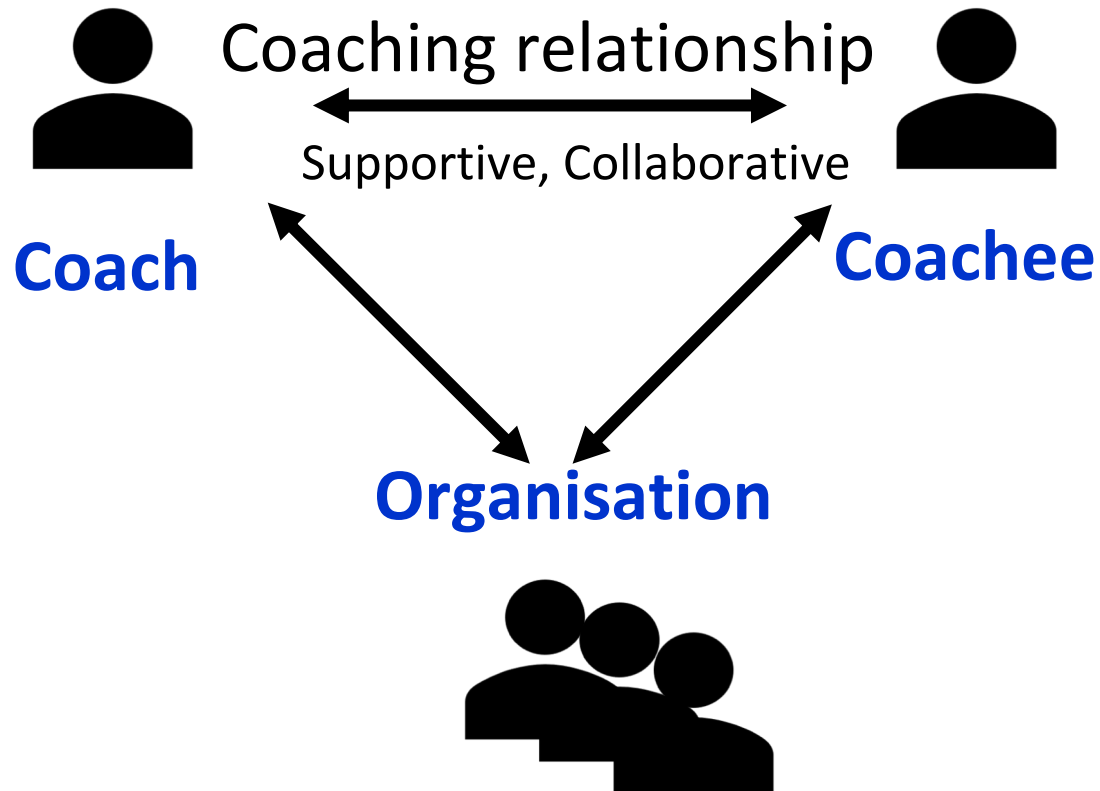
*'partnering with clients in a
thought-provoking and creative
process that inspires them to
maximize their personal and
professional ~~potential~~'*

~~(ICF, 2019)~~ *responsibilit*

y

Uses skills

Gets benefits



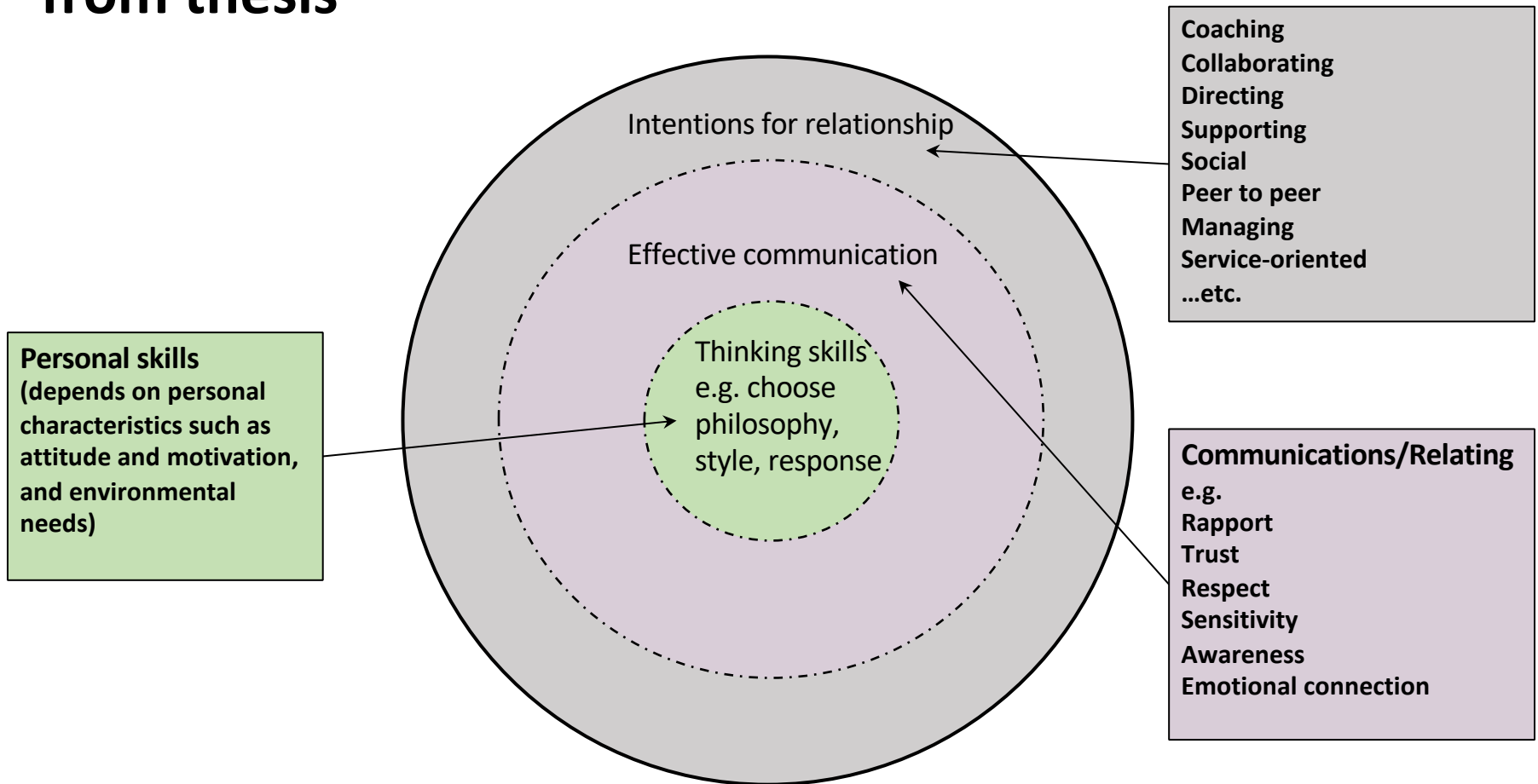
Wants benefits

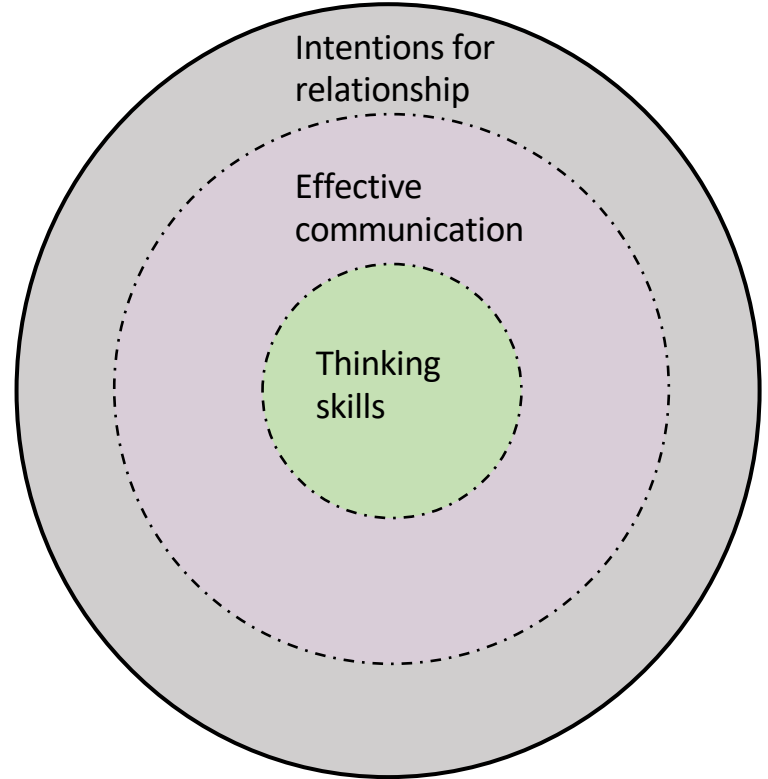
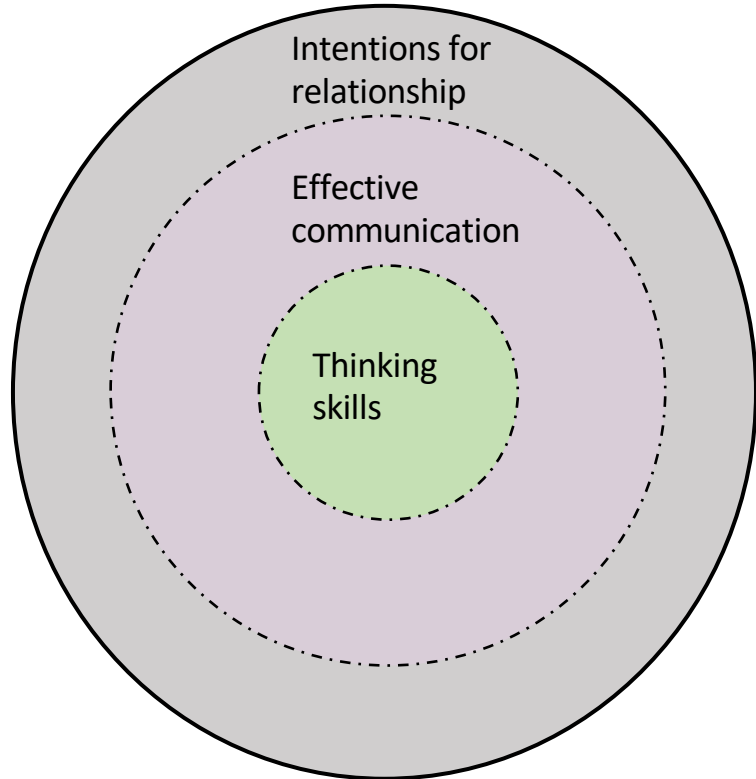
**Coachee desires
(development?
support?)**

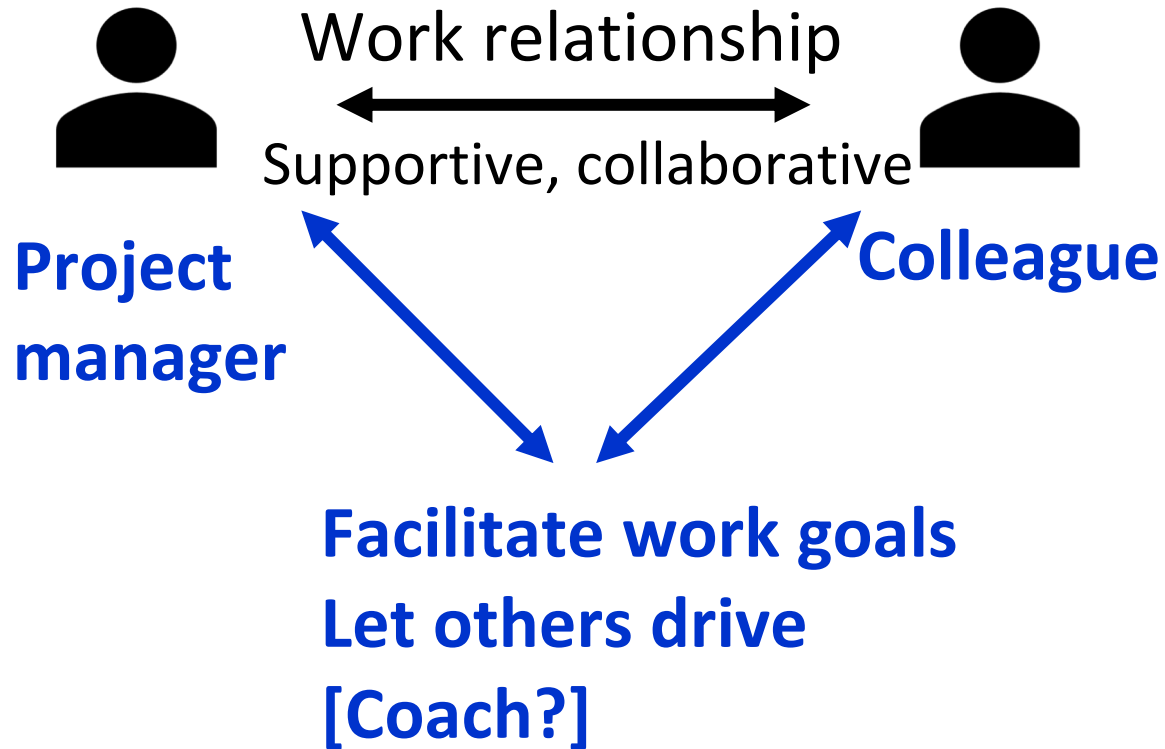
vs

**Organisational needs
(performance?
retention?)**

Skills framework from thesis





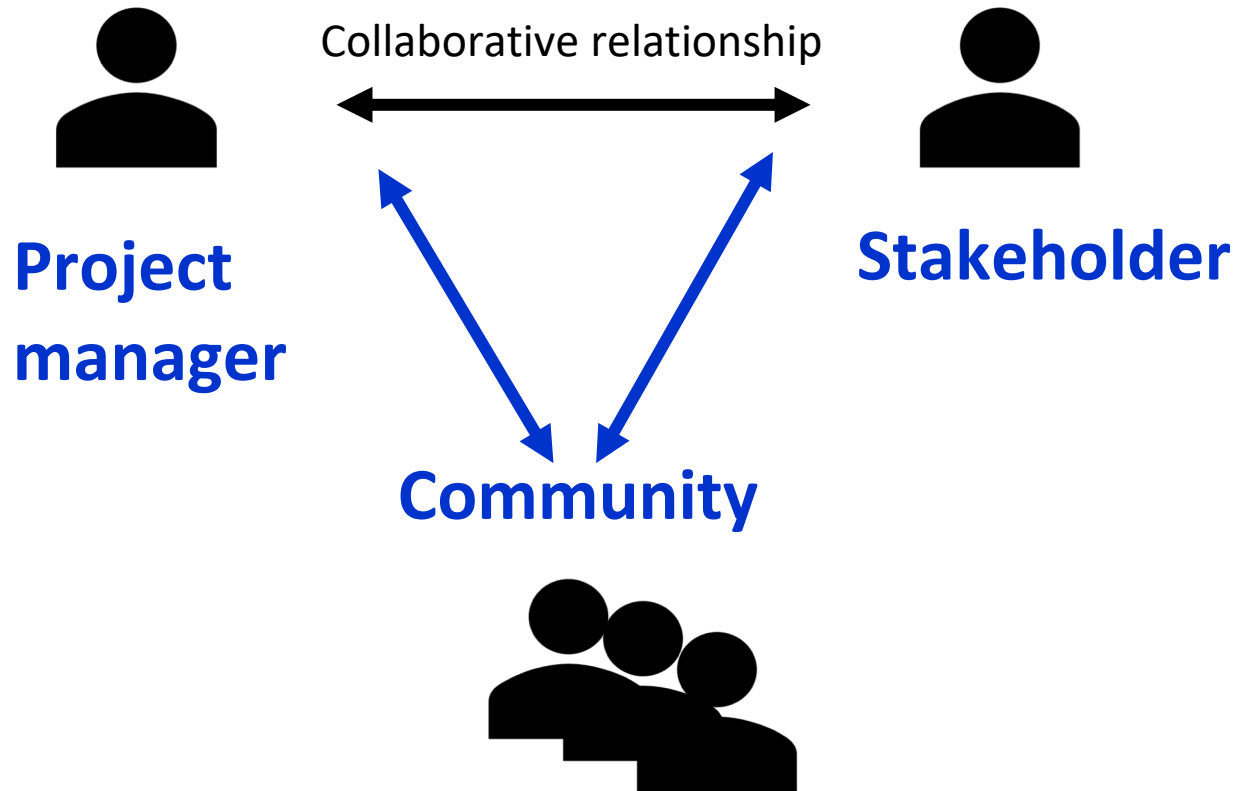


**Barista/ Waitress -
Customer**

Doctor – Patient

Teacher – Student

**Responsible PM -
Stakeholder**



Wants responsibility?

Coach – Coachee

Contracted Relationship

➔ **trust !**

- how coaching works
- coachee responsibilities
- how coach works
- admin: time, location, notes etc.

Rapport
Respect
Trust
Honesty
Attention
[Empathy?]