

Appletree

APPLETREE COACHING

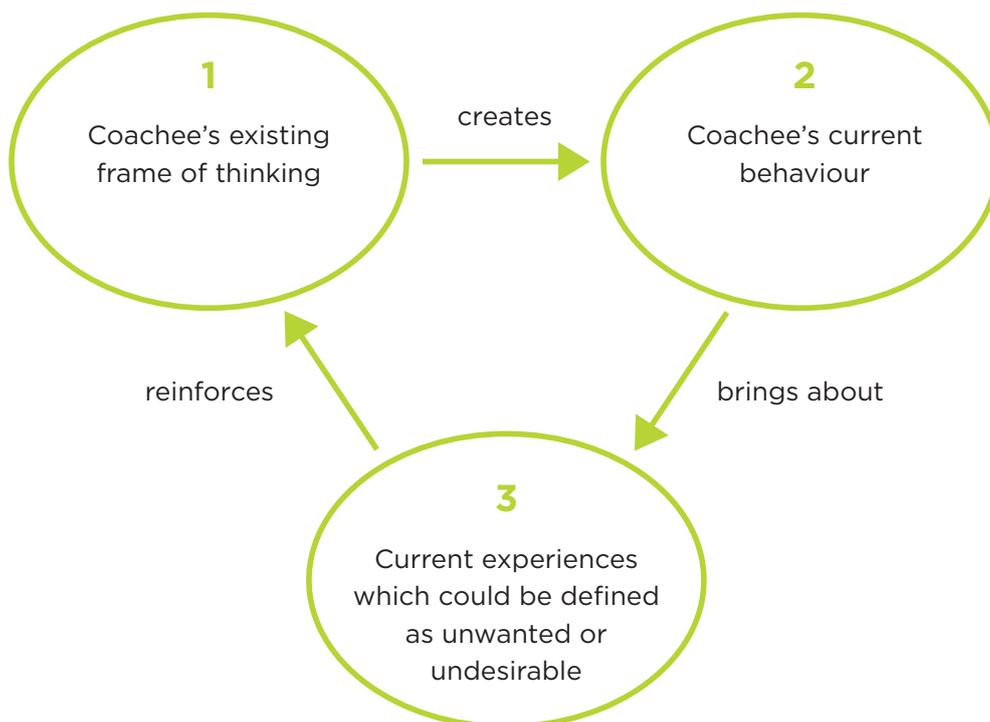
At Appletree we employ coaching as a modality to support human learning, development and growth. We are able to work with individuals and teams where the responsibility for the outcomes of the learning and decisions rests with the individual or team being coached.

THE FOLLOWING ARE JUST A FEW REASONS YOU OR YOUR TEAM WOULD BENEFIT FROM COACHING:

- Gain a clear outside perspective
- Achieve goals
- Increase confidence
- Build effective teams and relationships
- Continuous support and accountability
- Professional and personal growth and development
- Enhance decision making skills
- Achieve intentional focus and follow through
- Increase forward momentum through personal accountability
- Explore and attain work-life balance

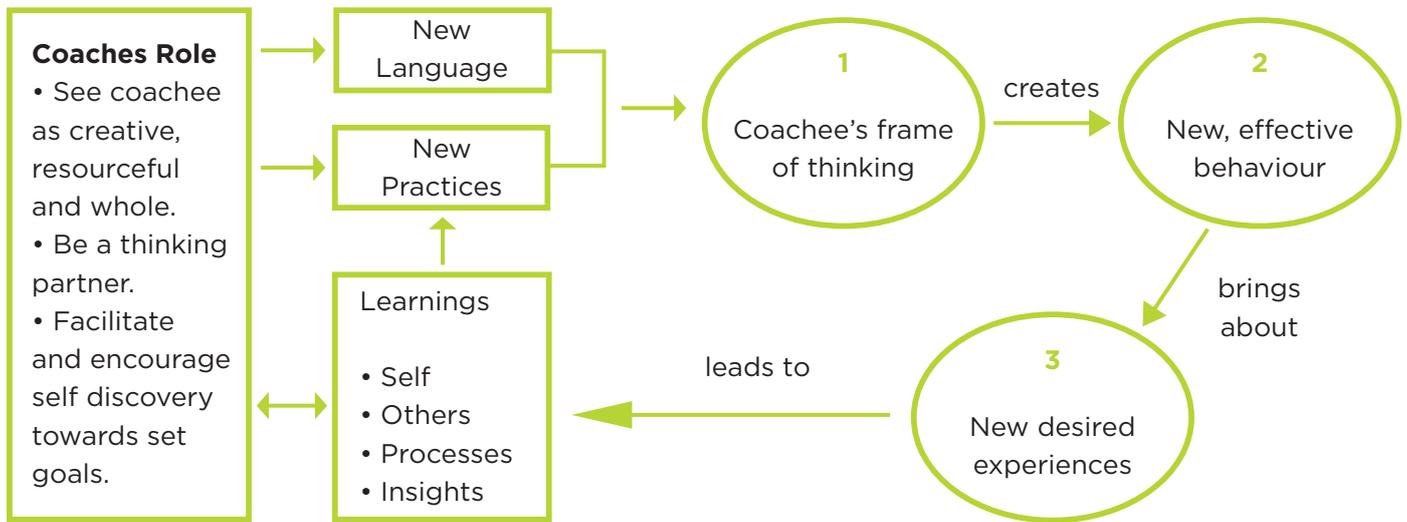
The following diagrams show the value of partnering with a coach.

PRE-COACHING



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COACHING ENGAGED



Models adapted from concepts by Craig O'Flaherty and Janine Everson

EXPECTATIONS

What can you expect from an Appletree coach:

- Spend time clarifying exactly what you want to get from coaching
- Listen very carefully and respectfully
- Help you to make sense of your experience and situation
- Create a space in which you can think in a new way
- Ask challenging questions to help you move on
- Encourage you to bring your whole life, not just work
- Establish with you what you need to do between appointments
- Help you to find the answers to the questions you have
- Help you to understand yourself better as a way of answering your questions

What do we expect from a coachee:

- Setting the agenda and purpose of the coaching relationship (based on the agreement with their line manager where appropriate)
- Maintaining a commitment to the process of the coaching relationship
- Taking initiative in their own development and the translation of this back into the workplace
- Updating their line manager on the progress against the original outcomes identified and agreeing the support they may need in the workplace to apply their learning (where relevant)
- Keeping coaching appointments and ensuring that they are relevant and purposeful
- Ensuring they deal professionally with any identified relationship difficulties or conflicts of interest



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ESPRESSO COACHING

Espresso coaching is offered for people ready to get clear and take action. By committing to an Espresso laser coaching session, you are committing to being willingly challenged to “get to the point”, have searching questions asked, uncover a deeper level of truth and know clearly what action you need to take. These are 40-minute sessions.

ACCREDITATIONS

We recognise the need to follow formal coaching processes. Our coaches are accredited with official coaching entities and federations.



thoughtsmiths



PROCESS

What is included:

1. Upfront Q&A document to assess the context of the individual being coached.
2. Meeting between the coach, the coachee and their line manager (if applicable) to assess key outcomes and specific goals.
3. Coaching commences. Coaching sessions are typically one-hour long, and take place every 3 - 4 weeks. We recommend 6 upfront sessions.
4. Check in's with the manager and coachee after a stipulated number of sessions to assess the effectiveness of the coaching journey (if applicable).
5. Emails: Two additional emails / phone calls (30mins) are included in the coaching process.

COSTINGS

Face-to-face: R13 500 for 6 sessions.

Online: R10 800 for 6 sessions.

Espresso (face-to-face): R1500 per session.

Espresso (online): R1200 per session.



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FEEDBACK FROM THOSE WHO HAVE EXPERIENCED OUR COACHING:

Personal goals have never been a priority for me so the concept was quite enlightening and the personal goals I achieved helped me become a better leader in my work context, better communicator in all relationships so generally the best place to start investing in terms of goal setting. Intentionally carving out time to grow personally is significant otherwise it is rarely prioritised.

The questions asked helped me identify and understand my limitations. The process revealed some real blind spots.

It was fascinating really unpacking goals and visualising them. Months later they still feel very real to me so coaching was hugely impactful.

Absolutely would recommend coaching and Célia was an incredible coach in her ability to keep asking the right questions and her patience and wisdom in articulating questions differently to unlock thinking and deep limiting beliefs etc.

Coaching had a huge impact on me from a personal growth perspective.

Professionally I feel I have benefited by being able to communicate with others in the workplace. I now understand others and myself better.

I feel the biggest benefit was a higher sense of self awareness and emotional intelligence

I am thankful for your precision insight and direction during the valuable 6 sessions. All the reading material, suggested questionnaires and exercises has certainly helped me and will continue to help me in the future with dedicated practice. There has already been a significant shift for the better and I am confident that this will continue.

I came to Célia for life-coaching not knowing what to expect and it was one of the most invaluable experiences of my life. Célia's approach is professional, insightful and authentic as well as very practical, with every session having clear outcomes or actions to be taken. She helped me structure my goals in a way I had never thought of and focus on what was truly important to me. Her intuitive way and thought-provoking questions helped me re-engage with my life and what I want from it and this has truly changed the way I live. She has an amazing gift of helping organize and articulate your jumbled thoughts meaningfully and taught me strategies that I still use every day in both my career and personal life. Célia has a wonderful ability to connect with people and inspire you be brave, make the change and go after the goal.



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