

Shadow Coaching

Shadow coaching offers leaders; top executives, managers, and entrepreneurs, as well as groups and teams, an advantage to positively influence sustainable organizational change through shifts in leadership behaviour.

What is there to gain?

Leaders can expect to gain real time feedback (versus reflective), an objective perspective on an unwanted habit or challenge, heightened self awareness, accelerated learning and a plan to achieve sustainable results.

How does it work?



Your coach will work alongside you at your workplace as a thinking partner, while you are engaged in typical daily activities, to help identify problematic dynamics and habits that impede effectiveness. It presents an opportunity to immediately examine and improve on the *being* part of leadership, while occupied in the current *doing*, ultimately helping leaders to create better experiences for themselves and others.

Shadow coaching is most effective in half day (1/2) and full (1) day intervals. As shadow coaching promotes the opportunity for a leader to practice new behaviours, while focusing on consistency to anchor the change, the urgency around the change needed should be considered. For support and added value, Shadow Coaching programs are available in three (3) and five (5) day packages. Contact us for further information at 604-985-5715.

What can you expect from your coach during Shadow Coaching?

Your coach's role is to observe your behaviour and actions based on pre-determined areas of desired feedback and outcomes. It's important to note that Shadow Coaching is focused on the person being coached (coachee) and not others in the workplace who interact with the coachee, unless focused on a group or team process. Advance planning and care is required to ensure others involved know what to expect and are provided an opportunity to ask questions or voice concerns. Establishing expectations and intention up front encourages others to behave normally and with ease.