

Model of Practice



Mission and Beliefs

My **mission** as a Coach-Mentor and Supervisor is to promote and increase individual and collective well-being for both business and people and in doing this I work to improve coachees' and supervisees' competences and behaviours toward desired goals-results.

My **beliefs**:

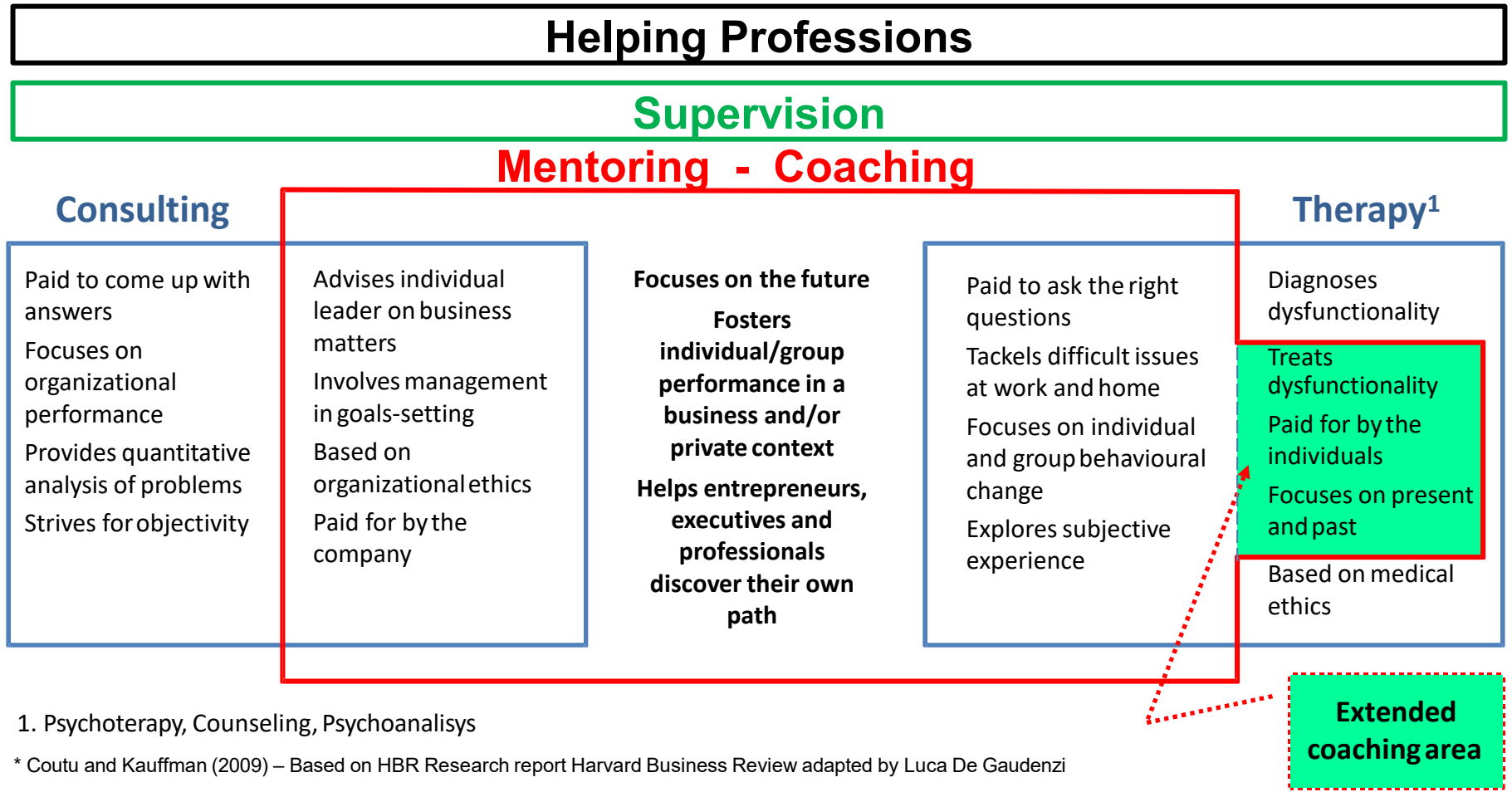
- any change is possible at any level (personal, interpersonal, systemic) depending on the “actors-roles” involved and their attitude towards change
- a changing attitude is something workable through coaching
- understanding the context beliefs/culture towards change is strategic in deciding the coaching conversation/subject level starting point
- change is only possible if the individual-group is committed to change

Expected Results

People and Business goals-expected results are a whole and business goals can be reached only through people work.

Expected Results	
Business	People
<ul style="list-style-type: none">▪ Increased individual and team performances▪ Better Cultural-Leadership etc. survey results▪ Better management of organizational complexity▪ Increase of business results while respecting sustainability principles	<ul style="list-style-type: none">▪ Increased self-awareness▪ Better performances▪ Tuning of the work-life balance▪ Stress reduction

DeGa according to Coachees'-supervisees' needs through his model* engages them in conversations enabling them to evaluate their own behaviours and to become aware of the emerging conversations rising in a complex and changing world (Lane and Corrie 2012) before taking action for change: he thus facilitates the **development of reflective leaders-executives and supervisees maintaining a business perspective.**



1. Psychotherapy, Counseling, Psychoanalysis

* Coutu and Kauffman (2009) – Based on HBR Research report Harvard Business Review adapted by Luca De Gaudenzi