

DeGa Coaching & Counseling

Model of Practice





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			
 Increased individual and team performances 	Increased self-awarenessBetter performances			
 Better Cultural-Leadership etc. survey results 	 Detter performances Tuning of the work-life balance 			
 Better management of organizational complexity 	 Stress reduction 			
 Increase of business results while respecting sustainability principles 				

DeGa's Model

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 mantaining a business perspective.**

			Supervision					
Consulting	<u>Ment</u>	toring - Coachi	ing	Therapy ¹				
Paid to come up with answers Focuses on organizational performance Provides quantitative analysis of problems Strives for objectivity	Advises individual leader on business matters Involves management in goals-setting Based on organizational ethics Paid for by the company	Focuses on the future Fosters individual/group performance in a business and/or private context Helps entrepreneurs, executives and professionals discover their own path	Paid to ask the right questions Tackels difficult issues at work and home Focuses on individual and group behavioural change Explores subjective experience	Diagnoses dysfunctionality Treats dysfunctionality Paid for by the individuals Focuses on preser and past Based on medical ethics				

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