

SHERPA COACHING PROCESS

The coaching process is based on the **Sherpa Coaching Model™**, the only coaching process certified by a major U.S. university (Xavier University, Cincinnati, OH). The process is based on the world-renowned Sherpas of mountain climbing fame.



The process includes:

- **Phase One (Taking Stock)** – this phase has participant(s) evaluating their own realities, strengths and opportunities relative to the target behavior.
- **Phase Two (Global View)** – the participant(s) will look at the people closest to them and the perceptions those people have of the participant(s).
- **Phase Three (Destination)** – this phase identifies the participant’s motivations – why people and things affect them the way they do – and how to create and communicate expectations an environment of openness and caring (particularly to direct reports).
- **Phase Four (Charting the Course)** – during this phase, the participant(s) identify the specific area(s), based on the learnings from previous phases, that require immediate attention and the actions steps that will make the biggest impact on their environment.
- **Phase Five (Agenda)** – after charting the course, the specific steps are outlined for turning the chosen behavior changes into daily habits. The agenda is executed (this is the longest of the phases).
- **Phase Six (The Summit)** – the process concludes and next steps are determined for maintenance and further growth.

While this is a 12 week process, it may not execute in a linear 12 week fashion. Actual length of time will depend upon schedules and availability. However, the goal is to complete all phases in as timely a fashion as possible

Each coaching session will be one hour in length, an average of once per week. Where physical proximity is not possible, video or web conferencing will substitute. As a supplement to the coaching process, and where deemed appropriate, each participant will be shadowed for the equivalent of a full day. Learnings from the observations will be included in the coaching sessions.

Pricing Structure

Pricing is based on a daily rate for the given client. Expenses and additional materials not included.

Honesty~Trust~Communication~Quality~Integrity~Interaction~Interdependence~Growth~Recognition~Faith