



### HOW WILL COACHING HELP YOU?

When you want to take control of your life, it helps to have some guidance along the way.

A leadership coach is not a teacher or a trainer, but instead is an outside observer who helps you find answers. Very often we put ourselves into a professional “bubble” and follow one way of thinking, leading us to miss out on opportunities for success. While workshops and other formal training are useful, a coach helps you find solutions that are specific for your needs, rather than from a textbook.

Designing Leaders helps you diagnose professional challenges and find solutions with one-on-one coaching from [Dr William Thomas](#). With support from an advisor who has more than three decades of practical leadership and advisory experience, you will be better able to:

**ADDRESS DAY-TO-DAY LEADERSHIP ISSUES** As a leader, your main job is to create an environment where your employees can do their best work. You face many challenges, such as performance management, recruiting and hiring, conflict resolution, delegating and empowering, shaping organizational culture, and, frankly, dealing with your own bosses, too. Your coach can share useful practices and help you adapt them to meet your needs. Very often, you already know the answer – you just need someone to show you that you know.

**MANAGE CHANGE AND UNCERTAINTY** No organization stays the same. Whether due to competition, market demand, new technologies, or the evolving talent market, you will need to adapt. A coach helps you recognize the need for change, clarify your goals, identify options for reaching them, manage communication with your employees, and minimize disruption to your business during the transition.

**TAKE CONTROL OF YOUR CAREER AND YOUR PROFESSIONAL DEVELOPMENT** With the fast pace of change in many of Asia’s markets, you may feel constant pressure to move up, move out, move sideways, or simply just MOVE. A coach provides an objective, no-risk opportunity to evaluate your options – deciding not only where to move but even IF you should move – and then design a career strategy and a development plan that work best for you.

We tailor our programs to fit your needs, whether you are a rising leader in an SME or MNC, a first-time leader in a startup, or simply figuring out your future career.

### WHAT DOES IT COST?

That’s the big question, right? The answer is, “it depends.” We look at the program you want, where you are in your life, what goals you have, and whether your coaching is self-funded or paid for by your company. We will help you find a coaching program that fits your needs and fits your budget.

We offer a **complimentary 30-minute consultation** to help you decide how coaching can help you meet your goals, and all new programs come with a money-back guarantee if you realize early on that this is not the best method for you.

## HOW DOES COACHING WORK?

A coaching program begins by identifying the client's objectives. Everyone has unique goals, so we help you find the way that coaching can lead you to achieve them.

Coaching sessions are typically held either every 2 weeks or every week, depending on your needs. Coaching is conducted over a video platform, though we hope to offer in-person coaching again in 2021 for local clients who prefer that option.



Your coach will start the call by understanding your objectives for that session, and how they support your ultimate goals. We generally review things that have happened since our last call, especially those issues you wanted to focus on or work through. We will discuss current or upcoming challenges and find ways around the obstacles.

A session can go in unexpected directions. It's very common to be talking about one issue, only to discover another important topic you had not even considered.

Don't be surprised when you do a lot of talking! We find that the client talks about 70% of the time, and even when the coach is talking, they are more likely to be asking questions rather than giving direct advice. Our goal is not to tell you what we would do, but instead, to help you discover the right solution for you.

We offer standard packages, but we can also help you design one that works best.

<p><b>3-MONTH PROGRAM</b> Ideal for those who are new to a leadership role and are looking for help to achieve early successes while setting themselves up to do great things going forward.</p> <p>30-minute Ignition Conversation 2 Coaching Sessions per month (Additional Sessions Available) 3-month progress report</p>	<p><b>6-MONTH PROGRAM</b> Designed for leaders and managers who want to prepare themselves for the next level by building on their current experiences and planning for future responsibilities.</p> <p>30-minute Ignition Conversation 2 Coaching Sessions per month (Additional Sessions Available) 3-month and 6-month progress reports</p>
<p><b>3-MONTH INTENSIVE PROGRAM</b> For those who have stepped into a challenging new leadership role, perhaps as a startup founder or as a result of a promotion to a senior position.</p> <p>30-minute Ignition Conversation 4 Coaching Sessions per month (Additional Sessions Available) Priority E-mail support as needed 3-month progress report</p>	<p><b>6-MONTH INTENSIVE PROGRAM</b> Created especially for those leaders who are starting a new project for the long-term or who are managing a change in their organization.</p> <p>30-minute Ignition Conversation 4 Coaching Sessions per month (Additional Sessions Available) Priority E-mail support as needed 3-month and 6-month progress reports</p>

Contact us at [coaching@designingleaders.com](mailto:coaching@designingleaders.com) for more information, or schedule your free, no-obligation consultation at <https://designingleaders.setmore.com/>.