

# A COACH'S TOOLKIT: QUESTIONS TO DRAW OUT SOLUTIONS

"The purposes of a person's heart are deep waters, but one who has insight draws them out." Proverbs 20:5



## Where would you like to focus our conversation?

What do you hope to have settled today?



## What makes that important for you?

What's the real challenge here for you?



## What result would you like to take away from our conversation?

What do you want?



## What are the key issues to address in accomplishing this?

What does this situation surface for you?



## How are we doing at getting the result you wanted?

What needs more thought?



## What actions could you take to move this forward?

What else could give you a significant advantage?



## What was helpful to you?

What do you want to remember?

## SKILLS BUILDER

Confidence & Clarity Program

-  Designed for professionals and purpose-driven individuals who recognize the priority of enhancing their skills.
  -  Unclear goals and limited resources hinder progress. Some feel unsure where to start, while others are overwhelmed by the process or uncertain how to align skills with a mission.
  -  Through coaching sessions and customized action plans, leaders will gain clarity, confidence, and an enhanced skill set to advance their personal mission and organizational goals.
- 1 Start with a consultation to assess aspirations and gaps.
  - 2 Engage in six customized executive coaching sessions focused on your growth objectives to broaden perspective and drive results.
-  This personalized coaching program increases confidence and clarity, leading to improved decision-making, enhanced productivity, and a clear path to lead with purpose and impact.
  -  But without external support, leaders risk stagnation and missed opportunities, leading to frustration and setbacks.

## BUSINESS OWNER ACCELERATOR

Build Your Business, Not Just Your To-Do List

-  You started your business with a vision—a passion to create something meaningful and carve your own path.
  -  Now you're facing scaling challenges, people management hurdles, and feeling like you're lacking the support you need.
  -  This program offers a dedicated space to focus on your business, tackling strategic planning and leadership head-on.
- 1 Take the first step. Schedule a complimentary business growth consultation to evaluate your business ownership challenges, aspirations, and gaps.
  - 2 Work with an experienced business coach through six sessions focused on growth objectives, developing action plans, tracking progress, and providing essential support.
-  This program boosts confidence and clarity, improving decision-making, productivity, and business success by overcoming growth plateaus and establishing a solid foundation. Without support, stagnation leads to missed opportunities, people issues causing turnover, and significant setbacks threatening business viability.
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## TEAM MAXIMIZER

Alignment & Impact Program

-  Built for teams seeking to maximize their collective potential.
  -  Teams often struggle due to communication breakdowns and underutilization of individual and collective strengths. This hinders collaboration and progress.
  -  This team coaching program guides a team through a process of discovery and strategy to improve communication, build trust, and achieve better results.
- 1 Consult with the team leader to assess needs and goals.
  - 2 One-on-one coaching with each member to identify and leverage their unique strengths.
  - 3 Four team coaching sessions aimed at collaboration and utilizing individual strengths to achieve common goals.
-  Positive team culture with active collaboration drives success. By learning to identify and utilize strengths, individuals contribute to an effective and fulfilling team environment. Inaction leads to dysfunction, inefficiency, low morale, and turnover.
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## LEAD TEAM FORUM

Management Team Accelerator Program

-  Partnering with organizational leadership teams seeking to enhance their effectiveness and impact.
  -  Leadership teams often struggle to balance strategic priorities with daily operations, impacting team effectiveness and overall organizational success.
  -  This forum builds essential leadership competencies, strengthens communication, and cultivates a high-performing team culture through collaboration.
- 1 Begin with a collaborative discovery phase to align the program with leadership goals and individual needs.
  - 2 Selected team leaders will engage in a peer training program that includes four group forums and four one-on-one coaching sessions.
-  This forum fosters confident, collaborative leadership, resulting in motivated teams, clear decision-making, and organizational success. Unsupported leaders risk isolation and diminished impact.
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