

SAMPLE COACHING PROGRAM

We customize the coaching program to address each participant's unique needs. The following is a brief outline of our standard programs.

1. The participant completes the Organization and Culture Questionnaire™: a proprietary tool developed by Dr. Laroche which quantifies cultural differences found in work related behaviours.
2. We meet with the participant to better understand their unique situation and review the participant's OCQ report. This provides insight on the challenges the participant may have experienced or is likely to experience in the near future.
3. We meet with the participant several times over the length of the coaching program (depending on the specific situation and the agreement with the client organization). Each session lasts between one and 1.5 hours. We usually start with a review of recent events and progress in their professional lives and move on to analyze the challenges that the participant is experiencing and, finally, discuss solutions. The implementation and outcome of these suggestions is then examined at the next session.