

Executive Coaching Partnership Agreement



Facilitating Growth and Learning: The coach will employ coaching techniques, tools, and frameworks to help the coachee gain clarity, develop insights, and identify strategies that support their goals and aspirations.

In practice, this looks, feels, and sounds like:

COACH

COACHEE

Active Listening and Powerful Questioning: The coach will actively listen to the coachee, seeking to understand their needs, perspectives, and emotions. The coach will ask thought-provoking questions that encourage reflection, self-discovery, and expanded possibilities.

In practice, this looks, feels, and sounds like:

COACH

COACHEE

Providing Feedback and Insights: The coach will offer observations, feedback, and insights to the coachee, based on their observations and assessments, with the intention of supporting the coachee's growth and development.

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Holding the Coachee Accountable: The coach will help the coachee define and commit to specific actions and timelines, holding them accountable for their progress and supporting them in overcoming obstacles and challenges.

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Guiding Performance Management: The coach will assist the client in setting clear objectives, tracking progress, and optimizing performance outcomes both for the organization and as a professional executive. This includes providing feedback, identifying areas of strength and possible growth, and developing effective performance management techniques to help the client achieve their organizational and professional goals.

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Continuous Professional Development: The coach will engage in ongoing professional development, staying abreast of the latest coaching techniques, methodologies, and research to enhance the quality of coaching provided.

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Coachee's Responsibilities

Active Participation: The coachee will actively engage in the coaching process, willingly exploring new ideas, perspectives, and possibilities, and taking ownership of their own growth and development.

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Openness and Honesty: The coachee will be open and honest in their communication with the coach, sharing their thoughts, feelings, and concerns, and providing accurate and relevant information to facilitate effective coaching sessions.

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Goal Setting and Action Planning: The coachee will collaboratively work with the coach to define clear, measurable, and meaningful goals, as well as develop action plans that align with their values, strengths, and aspirations.

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Commitment to Growth: The coachee will commit to their personal growth and development, demonstrating a willingness to explore new perspectives, challenge limiting beliefs, and take proactive steps towards their goals.

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Accountability and Follow-through: The coachee will take responsibility for their actions, commit to the agreed-upon action steps, and follow through on their commitments between coaching sessions.

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Performance Management: The coachee will set both organizational and individual goals and objectives, commit to tracking progress, and continually reflect on performance outcomes with the guidance of the coach, being open to feedback, strategic challenging, and utilization of performance management techniques.

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Feedback and Reflection: The coachee will provide feedback to the coach regarding the coaching process and the effectiveness of the coaching sessions, actively engaging in self-reflection to enhance their learning and progress.

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Confidentiality: The coachee will respect the confidentiality of the coaching relationship, maintaining the privacy of both the coaching process and the coach's insights, unless required by law or with explicit permission from the coach.

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By signing below, both the coach and coachee acknowledge their commitment to these roles and responsibilities and agree to work together in a collaborative and accountable manner to achieve the coachee's desired outcomes.

Coach's Signature

Date

Coachee's Signature

Date