

## EMPOWER COACHING

### Life, Executive and Business Coaching

Whether you are looking for life, executive or business coaching, EMPOWER Coaching is the approach and solution for you. It's based on the coaching framework, methodologies and tools, prescribed by [Coach U/Corporate Coach U](#).

#### What is EMPOWER Coaching?

EMPOWER Coaching is a process of supporting a coachee to **discover and challenge themselves to gain clarity about their preferred outcomes**. EMPOWER Coaching is **forward-focused** rather than analysis of the past. It is a process that **guides decisions and actions, overcomes obstacles** and supports a coachee to **be accountable**. It is **action-based** requiring coachee commitment to develop and deliver on action steps.



EMPOWER Coaching is an **ongoing process** that is **personalized** and usually conducted one-on-one. Coaching sessions typically occur at least 2 to 3 times a month and can run from between 30 minutes up to two hours depending on the needs of the coachee.

#### What is NOT EMPOWER Coaching?

EMPOWER Coaching is **not a quick fix or one-off event**. It is a **process that takes time**. It is underpinned by a continually evolving professional relationship that fosters the enhancement of the coaching experience. As the relationship strengthens the effectiveness of the facilitation in decision making, actions and outcomes for the coachee also strengthen.

*"I personally benefited from getting new insight on why I do things, being challenged on the decisions about to taken and gaining support and motivation to do things when I feel discouraged. The process itself involved a lot of provocative questioning techniques that helped to think and rethink that way I do things and think about what I want to do."*

– VJ Posadas, Business Development Director of DDI Singapore (at the time of coaching)

#### Who gets coached?

Basically, any person, group of persons, or organization, who are **willing to take a journey of personal or professional discovery**, can get coached. Individuals or organizations, who are **willing to risk, learn and stretch their potentials** can be coached. The conditions or situations, needs, what they want to work on, and how to best address the issues might just vary from coachee to coachee.

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#### What does a typical coaching session look like?

An EMPOWER coaching session is usually conducted one-on-one and can be done face-to-face, over the telephone or through other virtual means such as Skype. It is important in a coaching session that the coach and coachee are comfortable and in distraction-free environment.

Some of the many topics that come up for coachees during coaching sessions include items such as being better in professional and personal roles, making significant changes, dealing constructively with uncertainty, making better decisions, making major life choices, setting clear goals and expectations, balancing life, dealing with the impact of technology, improving relationships, reducing stress, managing time & priorities, to name some.

#### What happens before coaching formally starts?

**Mini coaching session:** When initiating a coaching relationship, it is best for a coachee to experience coaching with a 15 to 30-minute mini coaching session that allows them to get a feel for a coaching relationship and how a session typically feels. Each session would be guided with open-ended questions with the outcome being an action step that the coachee agrees to complete within 7 days.

**Mutual coach/coachee interview:** If the coach-coachee relationship is mutually agreed upon, it is suggested that a mutual interview takes place where in both parties can finally determine whether the relationship can proceed, as well as, discuss coaching contact and initial steps to beginning the relationship.

**Going forward:** If at the conclusion of the interview, the relationship is proceeding, the coachee will be presented with a **coachee kit** that explains the next steps. The EMPOWER coachee kit includes:

- Coaching Welcome Letter
- Coaching Agreement
- Coachee Data Sheet
- Initial Coachee Questionnaire

*“Elaine’s strength I believe is her ability to allow me to open up. Her ability to listen, understand, be able to empathize have helped gain my trust. Thus, I was able to accept her coaching by allowing her to ask me questions, as difficult as they are sometimes, as it forced me to really think hard about my situation and look for the solution myself.”*

– Jen Tongco, Managing Director of Netrust Philippines & Director of Netrust Singapore

Explore, discuss, experience our EMPOWER coaching services solution! [Connect with us now!](#)

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