

## Coaching

Avocets Consulting also provides a coaching service tailored to the specific needs of the individual and the institution they work with. We discuss the specific priorities of the coachee and HR, if appropriate, before creating a co-negotiated set of major goals driven by the coachee and any institutional requirements. These goals are broken down into manageable, S.M.A.R.T. micro goals to ensure they are achievable and lead to the motivation needed for real progress.

Once the goals have been finalised with the appropriate stakeholder(s), we assign the coach who best fits the coachee's needs. All coaching sessions are delivered online or face-to-face.

Progress is tracked by an on-going Action Plans which lays out what actions will be achieved and by when. Coachees are also provided with a series of tasks to support their development. These range from self-reflection exercises, questionnaires, video viewings and short and extended readings and video viewings with set tasks to complete. The coachee can also be observed, and where appropriate filmed, by their coach when delivering lecturers, seminars and/or presentations.