

Partner Coaching

Two heads really are better than one! Leadersearch has added a new and dynamic coaching service called Partner Coaching. Significant value is added when an individual is coached by two coaches vs. the traditional one on one arrangement. In many ways Partner Coaching mimics similar circumstances encountered in leadership daily. Partner Coaching allows leaders to explore, strengthen and fine tune their communication and relationship styles in a safe environment. Through direct, objective feedback from two thought partners, the leader is challenged and encouraged to stretch.

With Partner Coaching conversations are more pointed and provocative, quickly identifying belief systems and moving the coachee toward an action oriented place. The strength of the coaching trio is represented in their often dueling and unbiased perspectives, gender and generational differences, ability to observe more and exercise their intuition to switch direction and remain fully present during the coaching session. The chemistry between the partner coaches generates a unique energy that challenges the executive to take bolder steps toward their objectives, advances the relationship and provides a safe environment for deeper connection with greater accountability. The pace of the relationship is driven by the individual being coached in the company of the partners, coaching is more swift and meaningful allowing for dramatic outcomes and unyielding aha moments. Partner Coaching is not for the faint of heart; it is suited for the strongest willed leaders.

If you're looking for the most dynamic coaching you could ever receive contact Leadersearch to explore our Partner Coaching process.

See what one of our clients had to say:

*Bob and Michelle,
The retreat time was awesome. You guys opening up like you did, made it easier for the rest of us to do the same. Thank you!!
Again thank you for a great few days.
Look forward to seeing you both again soon.
Take care and be well!*

Trevor Shoemaker – Vice President



What is the value add for the client?

- **Gender, generational differences and style differences of coaches** – Complimentary styles bring strong dynamics to the coaching session. Coaches are paired up, taking into consideration their differences including gender, generation and coaching styles to give the client the greatest value.

- **Full Presence** - A key coaching tool of being fully present with your client is one of the primary separators of good versus great coaches. Leadersearch coaches are great coaches – and still not present 100% of the time. Research suggests that up to 80% of our thoughts in any given day, at any given moment, are about the past, or the future, or something other than what is at hand. Further research suggests that an average person is fully present only 2% of the time. In Partner Coaching the partner observes what is happening and can leave the other coach to be completely present with the client.

- **2 unbiased perspectives** – Two coaches keep each other in check. We all have our own biases that are difficult to keep separate from typical coaching conversations.

- **Provocative questions** – Bold and courageous are two paramount characteristics of great coaching. Consider the possibilities when two coaches feed off of each other to push their client as well as each other, to new levels of engagement.

- **Flexibility to switch directions** – While one coach is fully engaged in conversation with the client the partner coach observes from a different level for trends and threads of thought that can open up more significant lines of conversation.

- **Modeling of relationship** – The chemistry of the relationship between the partner coaches is a dynamic mix modeling a high level of trust, energy and depth of conversation. Relationship is exercised as the two coaches and their client push, flex and stretch their limits, often engaged in difficult and meaningful coaching sessions.

- **It's not just the questions you ask it's how you ask the questions** – Great coaching calls for asking dynamic questions at the right time. Partner Coaches can shift directions swiftly and boldly when one coach observes while the other is fully engaged with the client.

- **Different approaches to conflict** – With 2 coaches, the client gets glimpse into how different people think about and resolve conflict in healthy ways that honor the work relationships.