

CEES® Coaching Model

The CEES® Coaching Model helps to clarify, energise, encourage and stretch those we are coaching. It also enhances our self-awareness of how we may need to flex and adapt to best serve the coachee and the coaching partnership to generate new insights (best thinking) and achieve progress towards milestones that matter (best action).



- 1. CLARIFY create a container to hold deep work
- Clarify purpose
- Create the contract
- Hold the process



- 4. STRETCH coach for performance
- Clear & stretching goals
- fast feedback
- Right-size the challenge to level of skill



3. ENCOURAGE -

cultivate the core conditions for growth

- Unconditional Positive Regard
- Growth Mindset
- Active Listening



- 2. ENERGISE zoom in on a high-definition pciture of success to maximise engagement
- Envision & Inspire
- Experiment & Innovate
- Communicate & Celebrate



Will James, MA, PGCE; Executive Coach, Director APECS, Founder 'With', Coaching & Consulting

www.withdiversity.com





