

Relationship Coaching

Ideal for: Individuals
looking to establish and
sustain healthy, fulfilling
relationships



Coaching.
Humanised.

Relationship coaching is intrinsically tied with reflection on an improved human interaction, by helping the coachee to be better attuned to nuances in social interaction that may previously have gone unnoticed.

Another important outcome is that the Relationship Coach's goal is to help you build healthier and more fulfilling relationships, which will require you to take an in-depth look at others' behaviours, as well as your own, hence develop a bigger and broader picture at things within the relationship, thus, realize your immediate next steps.

Singles, Couples, Pre-Marriage & Post Marriage Help and Support Seekers.

ONE TO ONE RELATIONSHIP COACHING

“Ultimately the bond of all companionship, whether in marriage or in friendship, is conversation”

Oscar Wilde

THE NEED FOR RELATIONSHIP COACHING

Relationship Coaching addresses one of humanity's most basic needs: for love and connection. Relationship Coaching helps people achieve their personal and relationship goals. It is not a substitute or replacement for therapy that treats mental, emotional, and psychological disorders. While relationship coaches might be experts in relationships, the art and science of coaching is to facilitate success for the client without providing advice or “professional opinions.”

Relationship coaching helps single and couples to have fulfilling lives and successful relationships. It's important to understand that singles are not alike, having the same interests or experience the stereotype of being lonely and desperate for a relationship. Couples as well also are not alike. Hence, there is a specific need for every circumstance of a single or a couple that is unique and distinctive.

One to One Relationship Coaching

Relationship coaching should work with the coachee to identify where there are gaps in their relationship attitudes or skills, and which therefore afford an opportunity for development. In keeping with a developmental approach, relationship coaching is gradual and organic; focused on sustainable results, rather than achieving a 'quick fix'.

A relationship coach will help people understand how to ideally address any challenges they are currently experiencing and help them to understand what is getting in the way of a mutual solution, to set clear perimeters, to get honest about the relationships, to become more conscious of their behavior and to learn new ways to listen while understanding how to express themselves in a healthy manner.

You know you need a Relationship coach if you have one or more of the following needs:

- Couple or singles who seek happy, healthy, fulfilling relationships
- Those who want to develop their communication in a way that prevents destructive arguments and allows both parties to express themselves and feel heard
- Individuals who want to experience greater depth, meaning, intimacy, and purpose in their relationship
- Anyone who is tired of conflict and fighting and is ready to stop now
- Anyone who is tired of avoiding conflict and their relationship is feeling strained, empty & disconnected
- Life coaches, counselors, teachers, or social workers who work with others to improve their relationships



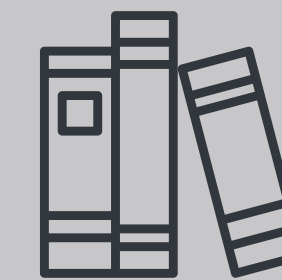
THE DISCOVERY SESSION

- The style of the coach and how that resonates with the coachee
- Rules of engagement and protocol (Coaching is confidential and priority to the client, no one else!)
- Coach and coachee discuss personal goals with the coachee defining his own success measures – (how success for coaching will be measured)
- Agreement to move forward



COACHING SESSIONS

- Session every 1-2 weeks
 - Capsule Coaching: 3 Sessions of 30-45 minutes each
 - OR
 - Full Coaching: 6 Sessions of 60 minutes each
- Extra sessions as required (on demand) if needed
- Digital Sessions
- Check-in and follow up on set goals
- Coach on goals
- Set accountabilities



BETWEEN SESSIONS

- Access to coach – email
- Coachee to notice results, record actions and reflect on outcomes
- Coachee/s stay aligned with his/her own goals and accountabilities



EVALUATE AND CLOSE

- Final session to celebrate success
- Plan forward
- End of engagement

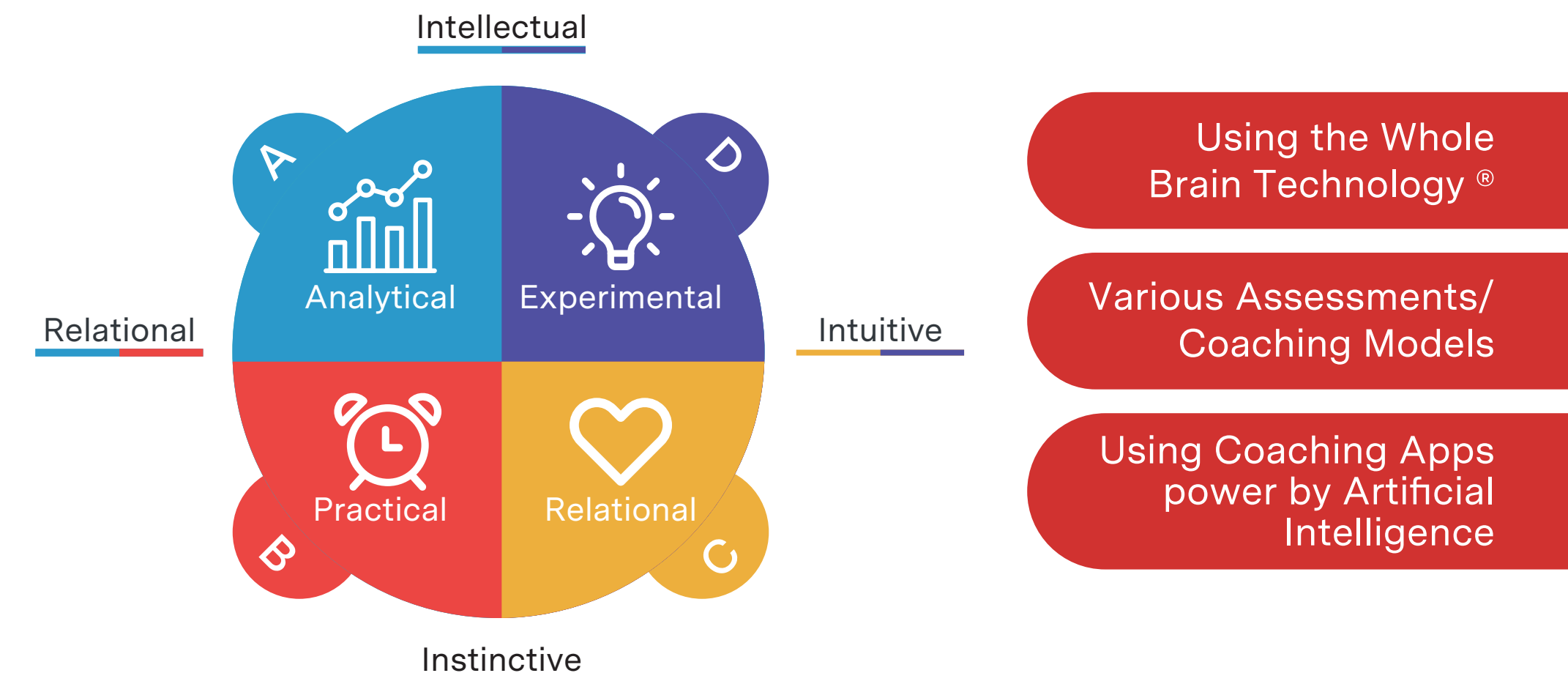
MATCHING & FINE TUNING USING WHOLE BRAIN TECHNOLOGY

TTM coaches understand the pivotal role played by the brain in both the client's and the coach's capacity to adapt effectively to meet the demands of a situation and to successfully navigate crisis and transition. The coach can provide the ongoing relationship that stabilizes situations and facilitating changes in the client's brain. The very extensive research into the brain combining the work of many neuroscientists such as Paul Maclean who was the first to give systematic thought to the evolutionary development of the brain defining the Triune Brain, Roger Sperry's lateralization theory, and later by Ned Herrmann to define how the brain works as a whole, not just work out what each bit does.

Change that will last originates in the limbic system through emotions being fired that will create and support the neural pathways upon which change depends. The emotions are especially aroused during crisis, and during transition they need consolidating in new pathways.

From a brain-based point of view, the primary coaching task TTM follows is to create the optimal conditions for brain change. The coaching relationship is the foundation for the work of the client's brain in making sense of their unique situation. Meaning and sense-making are crucial to this process. The attachment emotions of trust and joy facilitate change. The survival emotions of fear, anger, disgust, shame and sadness inhibit change. Surprise creates possibility and potential.

TTM Coaching Methodology



Effective coaching needs to manage energy in the coaching session in order to create shared 'sense making'. Mindfulness training is good way of doing this (Hall, 2013). It allows the brain to start functioning in such a way that the mind can entertain a 'plane of possibilities' (Siegel, 2010) that makes transition possible, overcoming the confusion or rigidity that is characteristic of a mind grappling with crisis.

Enough understanding of brain and behaviour gives the coach a body of professional knowledge that has worldwide applicability as the underpinnings of coaching technique and method. At the same time, Applied neuroscience offers coaches the opportunity to become the coach not only to the individual or team but, as an expert in brain and (emotionally driven cognitive) executive behaviour, to the whole organisation.

References

- <https://www.strategyand.pwc.com/reports/2014-ceo-study>
<https://hbr.org/2017/05/what-sets-successful-ceos-apart>
<https://hbr.org/2015/03/how-to-get-your-team-to-coach-each-other>
 Arrien, A (1999) *The Four-fold Way: Walking the paths of the warrior, teacher, healer and visionary*, Wisdom Circles
 Bee, H (1994) *Lifespan Development*, HarperCollins, New York
 Bee, H L and Mitchell, S K (1984) *The Developing Person: A life-span approach* (2nd edn), Harper and Row, San Francisco, CA
 Bolen, J S (1994) *Crossing to Avalon: A woman's midlife*, HarperCollins, New York
 Bridges, W (2009) *Managing Transitions: Making the most of change* (3rd edn), Nicholas Brealey Publishing, London
 Campbell, J (2008) *The Hero With a Thousand Faces*, 3rd edn, New World Library, CA
 Casserley, T and Megginson, D (2008) *Feel the burn*, *Coaching at Work*, 3 (4)
 Elsner and Farrands (2012) *Leadership Transitions: How business leaders take charge in their new roles*, Kogan Page, London
 Erikson, E (1950) *Childhood and Society*, Norton, New York
 Erikson, E H (1959) *Identity and the Life Cycle*, *Psychological Issues*, 1 (1), pp 1–171
 Erikson, E H (1980) *Identity and the Life Cycle: A reissue*, Norton, New York
 Hopson, B (1981) *Response to the papers by Schlossberg, Brammer and Abrego*, *Counselling Psychologist*, 9, pp 36–39, in Sugarman (2001)
 Karpf, Ann (2014) *How to Age*, Macmillan
 Kimball, S (1960) in Van Gennep, A (1960) *The Rites of Passage*, The University of Chicago Press, Chicago (pp xvi–xviii)
 Linley, P A, Biswas-Diener, R and Trenier E (2012) *Positive psychology and strengths coaching through transition*, in Palmer, S and Panchal, S (eds) *Developmental Coaching: Life transitions and generational perspectives*, Routledge, Hove
 Palmer, S and Panchal, S (eds) *Developmental Coaching: Life transitions and generational perspectives*, Routledge, Hove
 Price, D and Taylor, T (2014) *Time of your life*, *Coaching at Work*, 9 (1), pp 32–36
 Rice, F P (1995) *Human Development: A life-span approach* (2nd edn), Prentice Hall, Englewood Cliffs, NJ
 Sugarman, L (2011) *In the foreword to Palmer and Panchal (eds) Developmental Coaching: Life transitions and generational perspectives*, Routledge: Hove
 Sugarman, L (2001) *Life-span Development: Frameworks, accounts, and strategies*, Psychology Press, Hove
 Talbott, C (2013) *Essential Career Transition Coaching Skills*, Routledge, Hove
 Wilber, K (2001) *A Theory of Everything: An integral vision for business, politics, science and spirituality*, Shambhala Publications
<http://www.cipd.co.uk/hr-resources/behavioural-science.aspx>
 Beckhard, R (1969) *Organization Development: Strategies and models*, Addison-Wesley, Reading, MA
 Coaching in Times of Crisis and Transformation ,Liz Hall 2015
 Effective Modern Coaching: The Principles and Art of Successful Business
 Coaching Book by Miles Downey | Published by LID Publishing | © 2014
 Fisher, J M (Revised 2012) *Fisher's process of personal change*, Businessballs.com
 [Online] <http://www.businessballs.com/personalchangeprocess.htm> [accessed 13 July 2012]
 Making Coaching Work: Creating a Coaching Culture by David Clutterbuck and David Megginson, CIPD Enterprises, © 2005, ISBN 978-1843980742.
 Performance Coaching: The Handbook for Managers, HR Professionals and Coaches by Angus McLeod, Crown House Publishing, © 2003, ISBN 978-1904424055.
 Managing Coaching at Work: Developing, Evaluating and Sustaining Coaching in Organizations by Jackie Keddy and Clive Johnson, Kogan Page, © 2011, ISBN 978-0749461362.
 Kegan, R and Lahey, L L (2009) *Immunity to change: How to overcome it and unlock potential in yourself and your organization*, Harvard Business School Press, Boston, MA
 Kotter, J P (1996) *Leading Change*, Harvard Business School Press, Boston, MA
 Kotter, J P and Cohen, D S (2002) *The Heart of Change: Real-life stories about how people change their organizations*, Harvard Business Review Press, Boston, MA
 Level Playing Field (2010) *Coaching at Work*, 5 (5)
 Lewin, K (1947) *Frontiers in Group Dynamics: Concept, method and reality in social science; social equilibria and social change*, *Human Relations*, June 1947, 1, pp 5–41
 Marshak, R J (2006) *Covert Processes at Work: Managing the five hidden dimensions of organizational change*, Berrett-Koehler Publishers
 Nicholson, N A (1984) *Theory of work role transitions*, *Administrative Science Quarterly*, 29 (2), pp 172–91
 Rock, D (2008) *SCARF: A brain-based model for collaborating with and influencing others*, *NeuroLeadership Journal*, 1 (1), pp 44–52
 Schein, E H (1999) *Process Consultation Revisited: Building the helping relationship*, Addison-Wesley, Reading, MA
 Talbott, C (2013) *Essential Career Transition Coaching Skills*, Routledge, Hove
 Strength-Based Leadership Coaching in Organizations: An Evidence-based Guide to Positive Leadership Development Book by Doug MacKie | Published by Kogan Page | © 2016



United Kingdom • France
Belgium • Cyprus
Saudi Arabia • United Arab Emirates



info@ttmassociates.com
www.ttmassociates.com

