



Results Coaching Systems

Methodology



Introducing a Brain-based Approach

The Results Coaching model is an approach to coaching developed by David Rock from 1996 to today. The approach is designed for high functioning people who want help structuring and challenging their thinking. Results coaches help people think better.

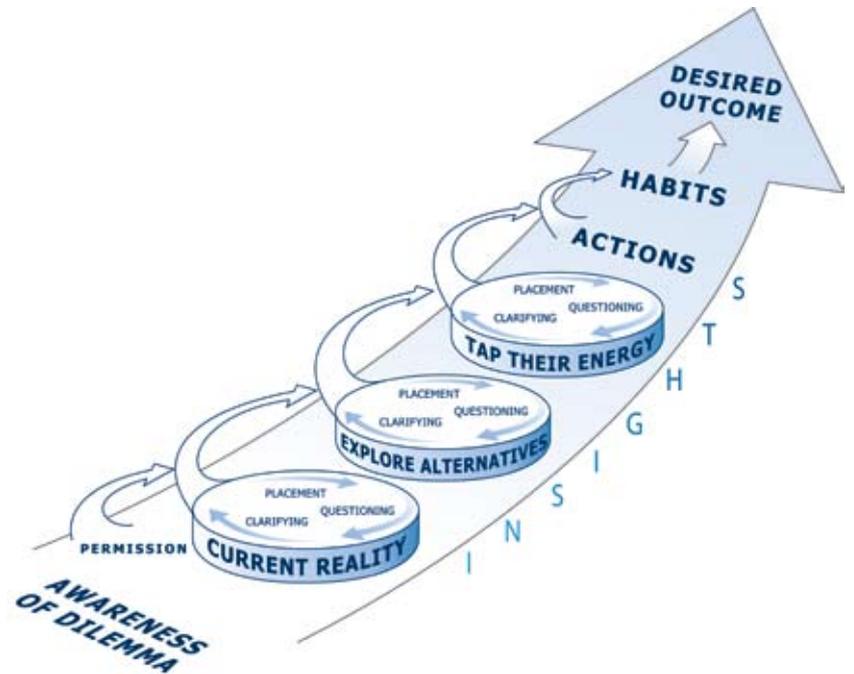
The Results model draws from the latest thinking in contemporary neuroscience, along with research from positive psychology, adult learning theory, systems theory and change theory. The approach evolved out of close observation over 5 years of the most efficient way to coach others, at the level of coaching conversations, coaching sessions and coaching engagements.

The emphasis of the model is on facilitating long-term change through facilitating insight, then focusing attention on new behaviours. Results coaches learn to bring about insight in a short time, then put in place good processes to support real change.

The model is ideal for coaching busy people, executives and professionals, and for use inside organisations where a well structured approach is helpful. Many multinationals and government departments across the globe are choosing the Results Coaching Systems approach for their coaching model as it is well suited to the results-focused business world. At the same time the Results approach works with the whole person, bringing about change through awareness, reflection, insight and action, across all domains of life.

Results Coaching transforms thinking on all levels – creating coaches and leaders that are confident in their ability to unlock insight, action and positive change in any context, from coaching conversations to the executive board room.

The Coaching Conversation Model ©



A brain based approach

Recent discoveries in neuroscience are providing a coherent explanation of how coaching works, and point to how we can coach better. The Results model draws from research by scientists across the globe in fields such as the impact of attention, the anatomy of insight, the neuroscience of self-awareness, the affect of expectations on perceptions, and the social nature of the brain.

Having a physical explanation of coaching brings greater acceptance by a wider audience, especially analytical thinkers. It also makes coaching easier to learn.

Many people know that coaching works. To know why and how is a great asset to any type of coach.

to Coaching

Underlying principles of Results Coaching

There are five core principles that underpin the Results Coaching model



Self-directed learning

We believe that coachees need to be in the driver's seat of the learning process. However this does not mean a coachee always has all the answers, sometimes a coach provides other useful perspectives or triggers new thinking. The coach's role is to support good process in coaching, the coachee's role is to do the hard thinking.



Solutions focus

Research indicates that to focus intensely on problems can be counterproductive. Negative hard wiring in the brain is reactivated and strengthened, thereby reducing the ability to see new ways of thinking. The brain creates new circuits based on where attention is focused, so we focus closely on solutions rather than problems.



Positive feedback

Acknowledgement of progress is the lifeblood of effective coaching and our coaches are skilled in providing this positive reinforcement and helping each coachee to develop the ability to build confidence through self acknowledgement.



Stretch

Results Coaching is focused on helping each coachee reach challenging and motivating goals. The coach's role is to stretch the individual to move rapidly and effectively to the achievement of the defined goal, identifying and finding ways around blocks along the way.



Structure

Coaching is much easier to do if there is a clearly defined structure behind it. It supports the coach and coachee throughout the process, so that both know **exactly** what is expected of them at each step of the way.

These principles support our definition of coaching which is:

'To facilitate positive change by improving the quality of thinking.'

Application of Results Coaching

The Results model is useful across many types of coaching and can be tailored to many different situations. It is robust enough to work with almost any individual, yet flexible enough to allow individual coaches to add their own ideas and styles to the process.

Though the system is well structured, the Results approach requires that the coach is completely authentic and 'in the moment' with the client.

Results Coaching can be applied to the following areas:

Workplace coaching

Workplace coaching is designed to get managers and leaders coaching their internal teams; working with either their direct reports or with staff across an organisation. Coaches in the workplace bring out the best in their teams by applying coaching skills every day.

Executive coaching

Executive coaching is a one-to-one, mutually designed relationship between an executive coach and a key executive contributor accountable for highly complex decisions that affect the organisation as a whole. The focus of coaching is generally on organisational performance and/or development. It may also include a personal focus as well.

Business coaching

A business coach works with owners or key management of various size enterprises, focusing on the company's development as well as the client as an individual. Business coaches work with their clients to help them excel with their business.

Personal / Life coaching

Life or personal coaches are engaged by individuals. A life coach will work with the client within the context of their whole life, and may work on a variety of areas depending on where the client wants to focus. They may focus together to create positive change for the client from a health, career, financial, relationship or creativity perspective.

About the Curriculum

Key points you should know

- While our programs have sound underpinning principles and a robust theoretical framework, they are designed for people who want to build real coaching skills, not just increase their knowledge of the field.
- We find an average of 90% of our students are doing formal structured coaching within three months of beginning their training.
- We believe that for training to be effective it has to be stimulating, logical, practical and above all, rigorous.
- The basis of our training philosophy is the clear modelling of great coaching skills and making learning as simple as possible through visual models, live example, practice and feedback.
- RCS trainers are all exceptional coaches who have undergone rigorous selection and development over several years to be able to lead our courses.
- RCS programs all operate with a 1:8 ratio for trainer to participants.
- Programs are run in face to face and teleclass formats.
- Program numbers are limited to ensure each participant gets individual attention.

Your training options

There are 2 options to train as a coach with Results:

ICF Credential Pathway

Are you looking for a globally recognised coaching credential? Design and tailor your own training pathway to a credential from the International Coach Federation.

A la carte

Unsure on where you want to take your coaching? Then simply start with the Intensive Coach Training Program before making any decisions about further training.

