

Transitional Coaching

Successfully negotiating the transition from Practice to Strategic Development

INTRODUCTION

For individuals facing the transition from operational to general management work, the experience can range from uncomfortable to completely daunting. Successfully negotiating this change requires letting go of most of what has worked in favour of career and organisational success, and reframing one's values, activities and priorities to make a contribution to a different world of work.



The Career Path Appreciation (CPA) process serves as an indicator of when this critical transition is likely to occur for individuals. It does not however assist them in managing the inevitable turmoil that accompanies this and does not guarantee that an individual's inherent potential will translate into performance.

BIOSS SA offers transitional coaching for these individuals, which assists individuals in contextualising their environment, identifying the required changes and implementing these.

The process is as follows:

- The individual completes a **work journal online**. This journal consists of information and questions to assist the individual in understanding the requirements of the new work theme into which they are transitioning. The purpose of the work journal is to provide input into future meetings with a BIOSS practitioner.
- An **initial meeting** between practitioner and individual is scheduled, in which the CPA information is briefly revisited, and the current leadership and management repertoire is identified. (The initial meeting can also be done on-line).
- The practitioner assists the individual in further contact sessions in identifying and understanding the strengths the individual has drawn on in developing their career (known as the **Career Advancement Strategy (CAS)**). The practitioner also assists the individual in identifying and understanding his/her **Potential Inhibiting Factors (PIFs)** that could prevent the individual from actualising his/her capability.
- Usually the process would entail between 3 and 6 consultations.

WHO WOULD BENEFIT FROM TRANSITIONAL COACHING?

- ❖ Individuals who are currently experiencing or about to experience a transition from "Connecting" to "Modelling"
- ❖ Individuals who are about to or have recently entered a position within the work theme of Strategic Development.