

## **THE CONFLICT MANAGEMENT COACHING RELATIONSHIP**

### **What is conflict management coaching?**

Conflict management coaching is a process in which a specially trained coach helps people on a one-on-one basis to improve the way they manage and interact in their interpersonal workplace conflicts and disputes. It is a future-oriented process that focuses on each person's specific conflict management goals. Conflict management coaching is not therapy or counseling.

### **What you can expect from your coach:**

Besides helping you to reach your related goals, you can expect that I will provide you with constructive input and not judge you in any way. We will speak or meet on days and times that are mutually convenient. At these times I will use a step-by-step process aimed at keeping you focused on reaching your objectives. You can also expect that I will regularly check in with you to ensure you are progressing. My role is not to make decisions for you, to provide advice, or to act as your agent or representative.

### **What the coach expects from you:**

I expect your willingness and honesty to share information about your conflict and goals. This includes your related concerns, expectations and needs. I also expect you will devote the time and energy to do the work required to achieve your objectives. A collaborative relationship is integral to the success of this process, and I anticipate we will both make our best efforts to co-create a mutually respectful and trusting working relationship. Along the way, if for any reason you have some discomfort with the process or me, please let me know so that we may discuss what may improve matters.

### **Tasks**

It is often the case that clients work on some tasks between sessions. These tasks (or fieldwork, as I may refer to them) are meant to help you continue to move ahead toward your goals. Like other aspects of our relationship, we will work together about this aspect of coaching.

Thank you for stepping up to the coaching process. I look forward to working with you.