

CORE COMPETENCY 3:
ESTABLISHES AND MAINTAINS
AGREEMENTS

"BOLD A" Agreement

The "BOLD A" Agreements are clear, often written and signed documents about the coaching relationship, process, plans, and goals between the partners in the coaching relationship.

This agreement ensures that clients and others involved in the coaching understand what coaching is and is not, what is appropriate in the coaching relationship, what is offered, and the responsibilities of the coach, client, and any others involved in the coaching.

The "BOLD A" agreement clarifies the guidelines and parameters of the coaching, including logistics such as fees, scheduling, duration, termination, boundaries, and confidentiality.

The important aspects of the "BOLD A" agreement can typically be covered in a written and signed document, agreed upon by the coach and client, before the coaching relationship begins.



Examples of a Client's "BIG A" Agenda Might Be:

- To reduce the clutter in their home enough to feel comfortable inviting people over.
- A goal is to increase their grades to an average of 3.0 by the end of the school year.

Coaching Questions to Identify a Client's "BIG A" Agenda with Adults Might Include:

- "What do you want to be different three months from now?"
- "What would you like to be different due to our coaching?"
- "What changes would you like to experience due to coaching?"

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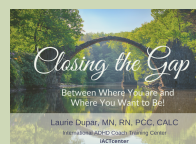
"BIG A" Agreement

The "BIG A" agenda includes the overarching/overtime goals a client wants to achieve through coaching. Coaching may occur over weeks or months. How long is determined between you and the client.

Clarification of the BIG A coaching agreement typically occurs during your initial "consultation" or "strategy and planning session"

The client's BIG A agenda or overall outcomes often change during your work together as the client develops more trust in your relationship and they want to experience deeper layers of self-awareness about who they are and how they want to be in the world.

If a coach notices the client shifting their overall BIG A agenda, direction, or outcomes they simply clarify and redesign the client's BIG A agreement.



The "Closing the Gap" tool introduced to you in the Growth module can help clarify and distinguish the "BIG A" overall coaching outcomes/agenda the client wants over time in the coaching.

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"little a" Agreement

The "little a" agreement: Refers to those agreements between you and the client for each coaching session.

The little a agreement is the specific outcome your client wants to accomplish from each session. As a step on their way to reaching their BIG A agenda it will typically reflect the BIG A agenda.

The client always decides on the "little a" agreement. Your role as the coach is to help your client be what they want from the session, and their measurable outcomes, so at the end of the session, they feel the session has been valuable to them.

Applying the TOMSS method for creating "little a" agendas with your clients gives you a structure to meet the ICF's competency to begin exploring the "little a" agenda with a client within the first 10 minutes of a coaching session.



T-Topic: What is the topic of your coaching today?

"What would you like to be coached on today?"

O-Outcome: What do you want from this session?

"What would you like to be different at the end of this session?"

M-Measurement: How will you know...?

"How will you know the coaching session was successful?"

S- Significance: What is Important to you...?

"What is happening now that this is what you want coaching on today?"

S-Start: Where does the client want to start exploring their topic in the coach-versation?

"Where would you like to start exploring this topic today?"

