



IRIE CAREER COACHING & MENTORSHIP

Personal coaching & mentoring starts with observing our habitual patterns of reaction and perceptions. We work together to uncover your most dominant coping styles and learn about other personality types' defence mechanisms. You will then slowly reframe your structures of interpretation through various coaching practices. Over time, reactions become less automatic and you will **discover many more choices for each situation you face**. This **improves relationships** with peers, clients and authority figures in the work place and extends to personal relationships as well.

Time & Process

- The instrument used to initiate the learning process is the **Adfen E-Scale Report**.
- The main facilitation tool used to create self and environmental awareness of is the **Enneagram**. Other tools, techniques and materials are introduced when appropriate.
- The sessions are practical in nature and relevant in terms of managerial, leadership and professional development.
- 1 x E-Scale assessment completion – approx 30 minutes
- 1 debrief session preparation exercise – approx 30 minutes
- 1 debrief session - 120 minutes
- Follow-on sessions – 60 minutes
- Reading **Your Career Your Life** – approx 30 minutes per week
- There are no contractual obligations. You are free to terminate the sessions at any time. I do, however, advise at least one to two follow-on sessions after the initial debrief to allow for some closure of some of the identified areas of growth.
- Absolutely everything discussed is confidential, irrespective of who pays the fee.

Clients

- My current clients are CEOs and MDs, company directors, senior and middle managers as well as independent medical professionals and sales professionals mainly from the following sectors: financial services, recruitment, HR, engineering and medical. I work with anyone who is hungry to learn about career design and life empowerment.

Relevant Credentials & Accreditations

- Adfen E-Scale Assessments & Enneagram Coaching Accreditation 2009
- Centre for Coaching Excellence 2010
- Publication - Your Career, Your Life, Penguin 2008
- Since 1988 - professional placements, recruitment, executive management & leadership