

# Welcome to the Coach Orientation UN Coaching Programme



# Agenda

- **Welcome**
- **Background**
- **Pilot description**
- **Values and Expectations**
- **Q&A**



# Background

## What led us to this idea?

- Engagement levels around careers
- Need for career support programmes
- Success of UNOV programme
  
- \*\* Pilot aspect



# UN Coaching Programme Goals

## Short-term:

- 1 • Build network of coaches
- 2 • Serve small pilot group of clients
- 3 • Test pilot format, including platform

## Long-term:

- 1 Increase staff engagement and career satisfaction
- 2 Provide individualized career support
- 3 Provide cost-effective career support
- 4 Create a coaching culture

# Benefits for Coaches

## What will you gain?

- Coaching experience
- Leadership experience
- Expanded network
- Career satisfaction



# Next steps for you

- Register/ complete questionnaire
- Review/edit your profiles on the platform
- Look out for email from platform– client request  
(starting Weds 1 Feb)
- Hold introductory meeting with client (Feb)



# Coaching Sessions

- Hold 5 coaching sessions (Feb- June)
  - Introductory meeting
  - Discovery Session\*\*
  - 3-4 coaching sessions
  - 5<sup>th</sup> session - concluding



# Coaching Sessions

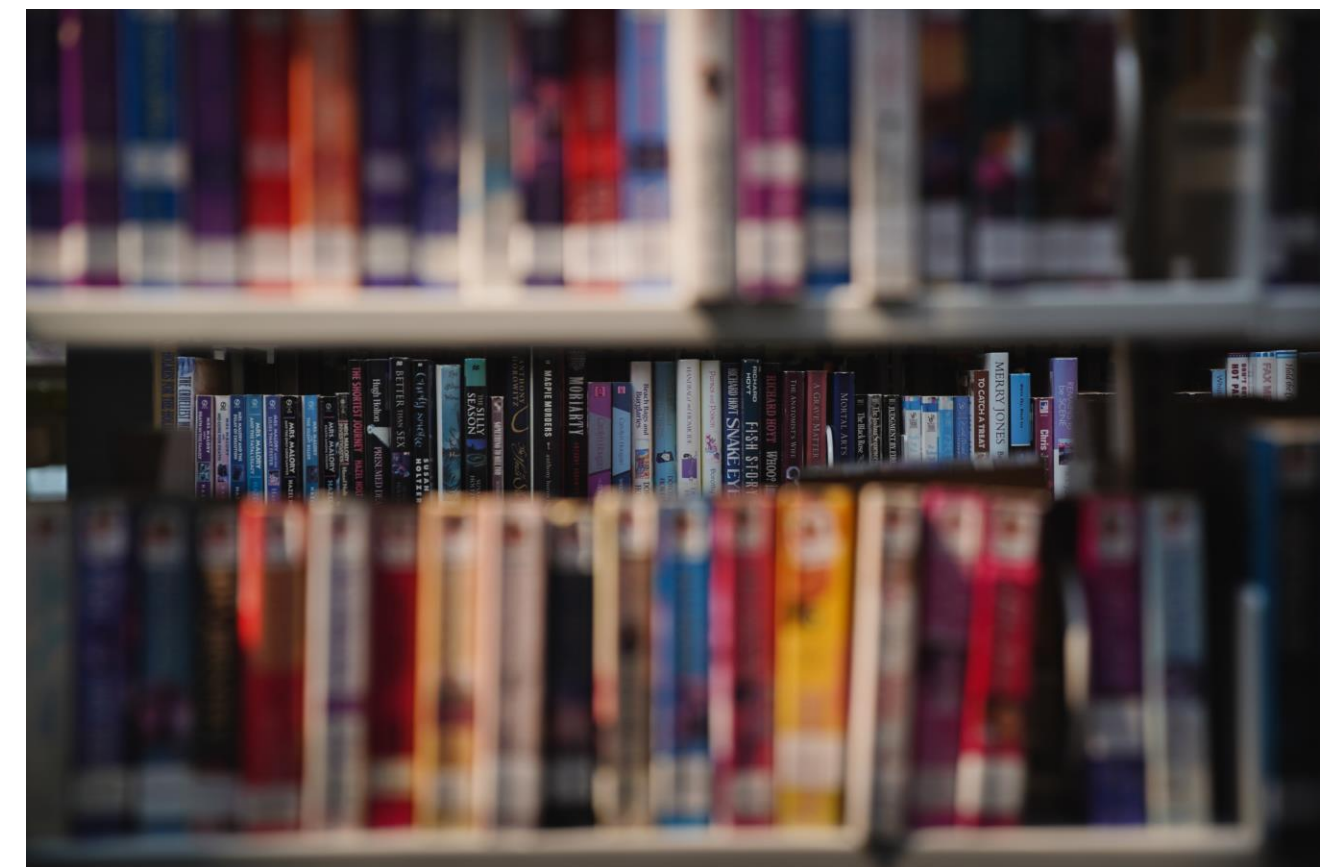
- Coaching Types
  - Leadership, Skills, Performance, Career, Pre-retirement, Team/relationship
- Professional vs. Personal
- Referring out – Staff counselling, Ombudsman, Ethics





# Resources for coaches

- Session Overviews
- Guidance notes
- 1:1 email support –  
[peercoaching@un.org](mailto:peercoaching@un.org)
- Monthly group supervision\*\*
- Suggested videos, TedTalks



# Coaching Values

## ICF core coaching values:

### **Professionalism**

We commit to a coaching mindset and professional quality that encompasses responsibility, respect, integrity, competence and excellence.

### **Collaboration**

We commit to develop social connection and community building.

### **Humanity**

We commit to being humane, kind, compassionate and respectful toward others.

### **Equity**

We commit to use a coaching mindset to explore and understand the needs of others so we can practice equitable processes at all times that create equality for all.



# ICF Standards of Ethical Conduct

- **Professional Conduct at Large**
- **Conflicts of Interest**
- **Professional Conduct with Clients**
- **Confidentiality/Privacy**
- **Continuing Development**



# Coaching Principles

1. Partner with client, creating a **trusting relationship and safe environment**
2. Focus on the **client's agenda** (their goal)  
(professional development topics only)
3. Believe the **client is resourceful** and has the necessary knowledge/capability
4. Engage the client in **thinking and developing solutions** through questions
5. **Transfer ownership** to the client for problem solving and forward action



# Vienna Programme Take-Aways

1. Overview
2. Common topics in sessions
3. Personal experience in programme



# Q&A

Please share your questions