

## Individual Employee Coaching

### Who Are We?

Aalinian, meaning 'to align', is a provider of individual and team coaching, and coach training at all levels. We work with organisations and individuals to improve morale, retention and performance through compassionate coaching. We also provide training to managers, leaders and team members at all levels to improve their ability to coach others.

### What We Offer

Whether you're looking to improve company culture, strengthen your learning and development programs, establish leadership training, or help your employees navigate change in the workplace, Aalinian can help you support your most critical initiatives. We provide access to qualified and experienced coaches to help your employees and team members at crucial times when they need clarity and focus.

We offer organisations a comprehensive coaching agreement whereby your employees can access a coach at the moments they have an issue that needs addressing. We provide individual coaching sessions on a confidential basis to your team members about issues that they are looking to resolve.

All of our coaches are certified and members of the International Coaching Federation (ICF) and have many years' experience coaching individuals and teams around the globe.

### What Your Staff Receive

Each staff member is allocated the number of agreed coaching sessions. Once they have been briefed on Aalinian coaching and our services, they head to our webpage and they can then book with the coach of their choice.

Each session runs for 45 minutes and the coach will work with your team member to identify any issues, generate solutions and agree on an action plan and how the team member will hold themselves accountable. Sessions are conducted by phone, or over Zoom/Skype using audio and/or video. All sessions are completely confidential between the coach and the staff member.

## What You Receive

At the end of each month you will receive a report showing:

- The total number of coaching hours delivered
- The total number of coaching hours invoiced for (this includes late cancellations and no shows)
- Any themes that stand out in the sessions, and our recommendations about these themes

## What It Costs?

We only charge for the coaching sessions themselves at a set rate per session (maximum of 45 minutes per session). These costs include our monthly summary and answering any questions from your team. There is no minimum monthly amount and you can let us know if there is a maximum based on the number of employees and how many sessions they are allocated.

If an employee doesn't show up within 15 minutes of the scheduled session start time, or if a session is rescheduled or cancelled within 12 hours of the scheduled start time, this will be charged at 50% of the session fee, due to the fact that our coaches have made a commitment to be there at that time.

## Next Steps

If you are ready to move forward, then simply let us know the names and contact details of the staff members, how many sessions they are receiving and we will send them some information explaining who we are and what the coaching will be like. They are then free to book a session with one of our coaches via our website.

If you have questions simply contact us at [hello@aalinian.com](mailto:hello@aalinian.com) and we can have a conversation about what's important to you.

## Some Additional Reading:

- <https://www.forbes.com/sites/sarahsheehan/2019/01/07/objectivity-matters-why-organizations-needs-a-neutral-third-party-resource-to-support-employees/#bbaeddc1d81d>
- <https://qz.com/work/1455520/if-your-ceo-has-a-coach-maybe-you-deserve-one-too/>
- <https://hbr.org/2019/11/the-leader-as-coach>