

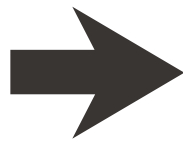
3 CONSIDERATIONS

How to choose a coach

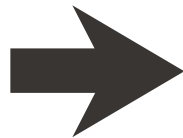


Three Considerations
2022

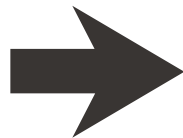
THREE CONSIDERATIONS



Connection



Questions for the coach



Questions for yourself

Your coach is a thinking partner, someone you can trust to ask questions and give you feedback. If you can't get along with your coach personally the partnership won't work.

OUR CULTURE

HOW WE WORK AND THINK ABOUT OUR DESIGN

We recognize the importance of integrating Indigenous and Western ways of knowing and learning. Our programs are developed using the Four Rs of Indigenous Education and First People's, and Western adult learning principles.

- ☑ **Culture must be present for learning**
- ☑ **We respect your experiences**
- ☑ **We commit to a reciprocal relationship**

Our coaching programs are customized so any components that can include the land are developed using areas relevant to you .

We won't incorporate aspects of the land that do not apply to you or your community. And, when possible, we will conduct some of our coaching work outside.

For Indigenous organizations we adhere to the First Nations Data Governance Strategic Framework. First Nation governments require timely access to quality data to plan, manage, and recover from disasters.



Hazardscape's coaches are certified through the ICF and adhere to their international standards for coaching.

Some of the organizations that use Hazardscape's Coaching:



MEDICINE HAT COLLEGE



Canadian Mental Health Association
Alberta
Mental health for all

If you have questions about our programs and services contact support@hazardscape.com

CONNECTION

Coaching is about trust between the coach and coachee (client).

Your coach is a thinking partner, someone you can trust to ask questions and give you feedback. If you can't get along with your coach personally the partnership won't work.

Having a coach you can trust will increase your ability to reach your goals and vision of success. Plan to contact a few coaches before you decide who to partner with. Ask each about their:

- experience,
- qualifications, and
- skills.

“



The goal of coaching is good management: to make the most of an organization's valuable resources.

”

Coaching is a partnership; be sure you connect with them before entering into a coaching agreement .

QUESTIONS FOR THE COACH

WHAT IS THEIR COACHING METHOD?

- Directive, or
- Non-directive

Directive Coach

Tends to guide the conversation. You might hear a directive coach say “I have a hunch you want to speak about A more than B...or based on what I am hearing A is where we should spend our time”.

Non-Directive Coach

Leaves the agenda up to the coachee to determine where their time is spent. You might hear a non-directive coach say “You said making an income and relaxation are priorities, if we placed both on a scale, which priority would have more weight?”

Non-directive coaches will focus on asking high value questions during the majority of the coaching session. An experience based coach may provide more direct advice.

The decision to choose one type of coach over the other depends on your needs.

WHAT ARE SOME OF THEIR SUCCESS STORIES?

Although a coach may not be able to provide specific details about their coaching sessions, they should highlight some general successes. Examples might include:

- They have a contract with a familiar organization
- They have clients that will act as a reference
- They have taught coaching or have published articles

HOW DO THEY COACH?

Get an idea of all the options available for your coaching sessions. Coaching does not always have to be face to face.

- Video Conferencing
- Phone
- Virtual Reality

A professionally trained will be able to tell you who trained them, the number of hours in the training, and they should be working towards accreditation.

QUESTIONS FOR THE COACH *continued*

WHAT CODE OF CONDUCT OR STANDARD OF COACHING DO THEY ADHERE TO?

An accredited coach should be promoting excellence in coaching. Finding a coach that adheres to coaching standards and principles of ethical conduct is important. They should also be certified, or actively working to be certified, by a recognized association such as the International Coach Federation.

HOW MUCH DO THEY CHARGE?

There is no standard fee guide for coaching services. Coaches set their own rates so be sure to ask what they charge and if they have minimum and maximum session time limits. Coaches should be charging a fee within a range that is reasonable for their level of experience and training. Also, inquire about the types of payment methods they accept.

WHAT IS THEIR STANDARD CLIENT CONTRACT OR AGREEMENT?

A professional coaching relationship exists when an agreement or contract defines roles and responsibilities. Ask for a copy of their standard agreement up front and review it before signing. There is nothing saying you can't negotiate with the coach before you start your partnership. And make sure they outline their cancellation policy.

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Executives and HR managers know coaching is the most potent tool for inducing positive personal change, ensuring better than average odds of success and making the change stick for the long term.

”

Having a coach you can trust will increase your ability to reach your goals and vision of success.

QUESTIONS FOR YOURSELF *continued*

WHAT AMOUNT OF EFFORT AM I WILLING TO PUT INTO BUILDING TRUST WITH THIS COACH?

WHAT KIND OF PARTNERSHIP CAN I ENVISION WITH THIS COACH?

QUESTIONS FOR YOURSELF *continued*

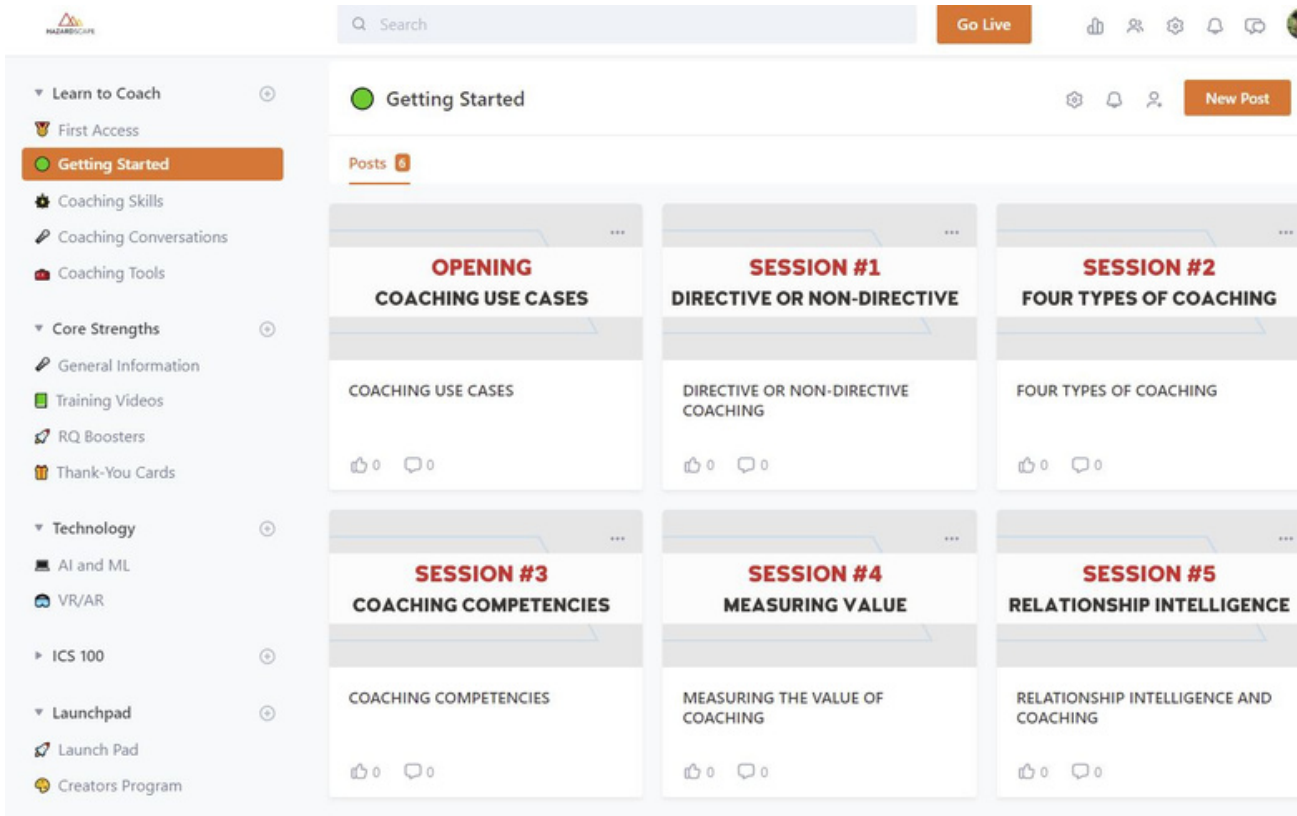
WHAT ASPECTS OF THEIR BRAND FIT WITH MY VALUES?

ON A SCALE OF 1 - 10 (1 BEING NOT EXCITING AT ALL AND 10 BEING SUPER EXCITED) HOW DO I RANK OUR INITIAL MEETING IN TERMS OF MY EXCITEMENT?

QUESTIONS FOR YOURSELF *continued*

**WHAT ELEMENTS OF THEIR PRACTICE DO I NEED
CLARIFICATION ON?**

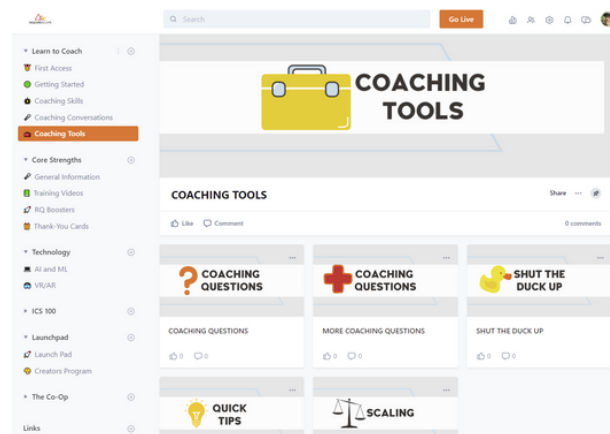
OUR COACHING AND LEARNING PLATFORM



All of our partners have access to our learning platform which hosts our coaching training modules, live group chats, live streams, interviews with ,top coaches in the field, and a video library for those who can't attend the live sessions.

Group spaces can be open or private providing your organization and staff with flexibility in how they learn and interact with other students.

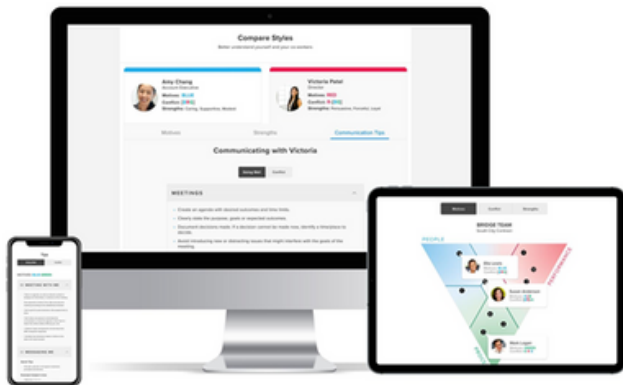
Students also have access to our network of coaches who join us during live events to discuss their coaching journey with coaching tips and good practices.



CORE STRENGTHS

WHERE APPROPRIATE WE WILL DEMO CORE STRENGTHS

A Western psychology model that can benefit anyone working in Canada today. We make this model relevant to Indigenous clients and their organizations and we respect your ways of knowing through out workshops.



Relationship Intelligence (RQ) gives you the insight to communicate with people across a diverse spectrum of personalities, motivations, and experiences. To build a relationship—or damage one.

Our leadership development solution, based in RQ, teaches high-potential people and existing managers to lead in a way that fosters connection and builds relationships. Because strong relationships are the foundation of strong business performance.

You will learn how to:

- Understand each direct report's motives and strengths
- Use that knowledge to adjust your communication approach with each person
- Coach your people without fear of being misunderstood

Delivered with:



Rather than focusing on WHAT we do, the SDI 2.0® helps us understand WHY we behave and HOW we relate to each other.

Using Relationship Intelligence (RQ), the SDI 2.0 provides a common language for understanding what's important.

Relationship building is more than a soft skill, and the SDI 2.0 plays a direct role in helping us relate to others – building our ability to improve dialogue.

COACHING PROFILE

BRAD ISON



CORE VALUES

FLEXIBILITY

INTEGRITY

RESPECT

AGILITY

MEET THE LEAD COACH

Brad has held a number of senior leadership positions in the private and public sectors. As a senior leader for the Government of Alberta's Emergency Management Agency, Brad has been involved in responding to and recovering from some of Alberta's most devastating disasters including the Slave Lake and Fort McMurray wildfires and 2010, 2011, and 2013 southern Alberta floods.

As a disaster management professional and someone who didn't realize their stress related injuries until he was far from the scene of the damage; Brad uses his accredited coaching training to help others be stronger and more resilient. Having made it back in one piece, he wants to help others avoid the same fate.

Today, Brad owns his own company, which is focused on coaching those with a role in making their organizations and communities safer.

EXPERIENCES

- ✓ Lead coach and developer for the Medicine Hat College Crisis Leadership coaching program.
- ✓ Partner with the Canadian Mental Health Association - Alberta. Developed their internal staff coaching and coaching training program.
- ✓ Designed and delivered the student group coaching program for the NAIT Disaster and Emergency Management Diploma program.
- ✓ Partner with the Town of Stony Plain, providing coaching and Core Strengths training and workshops.
- ✓ Internal coach for the Alberta Public Service Commission where he helped develop the Government of Alberta group coaching program.

HIGHLIGHTS

60 HOURS
ACCREDITED
TRAINING

SERVICES OFFERED

- ✓ ONE-TO-ONE, GROUP, AND TEAM COACHING
- ✓ COACHING CIRCLES
- ✓ CORE STRENGTHS
- ✓ FACILITATION

SETTINGS

IN-PERSON VIRTUAL REALITY
VIDEO CONFRENCING PHONE

LANGUAGE
ENGLISH

MEMBER



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E: brad.ison@hazardscape.com

Hazardscape.com

linkedin.com/in/bradison

CONTACT

Contact us directly today to set up a no obligation discussion about our coaching programs and your situation.

If anything, you will leave the call with a new contact for your network and you will have learned just a bit more about coaching.

E: brad.ison@hazardscape.com

T: 780-297-8796

hazardscape.com

[linkedin.com/in/bradison](https://www.linkedin.com/in/bradison)



Canadian Mental
Health Association
Alberta
Mental health for all

“

“Brads insightful interpersonal interaction with myself and the team members of CMHA Alberta Division has supported decision making, empowered staff members in exploration of options as well as the development of new approaches to risk and disaster mitigation related to the COVID 19 pandemic.”

David Grauwiler, Executive Director, CMHA Alberta

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