

IT Coach Program

EXAMPLE

How to **successfully coach developers** in the online context, who work in the European/Dutch business context.



Melissa Marijnen
IT LEADERSHIP COACHING

My mission: help IT leaders thrive in the world of business.

This program trains your managers and coaches to help their IT developers thrive at their job, within the Dutch/European business context.

Importance

Technical knowledge is increasingly important in today's business. There are huge opportunities for IT specialists with great communication skills, who can build the bridge between IT and business.

Train-the-coach

After this program you have the knowledge, skills, tools and mind-set needed to take Tunga's coaching to the next professional level.



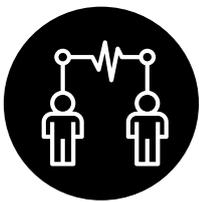
How to coach IT developers from Uganda and Nigeria, to overcome their personal struggles, strengthen their communication skills, and build the bridge with Dutch organisations.

IT Coaching Program

You have started helping the Tunga developers, by setting up peer-to-peer coaching, doing coaching mostly reactively when issues come up, and some other activities. You understand how important coaching is. And you want to get stronger understanding, more tools and improved coaching skills, so you can go to the next level.

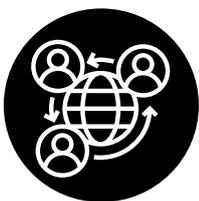
With this 6 month program I am going to challenge you to tackle the following key objectives. On the next page you will find the complete program.

Key objectives:



No. 01 – Strong Coaching Skills

You know how to challenge your coachee, and how to help them overcome hindering thoughts. You have the courage to confront them when needed, and you know how to inspire them to grow.



No. 02 – Knowledge on Dutch Business context

You know the biggest differences between African and European/Dutch (business) cultures, and you can help your coachee to prepare and overcome the biggest hurdles in miscommunication.



No. 03 – Coaching Guidelines & System

You will develop a practical guide for all future managers and coaches to properly coach the Tunga developers thrive in the world of business. And you have set-up/improved Tunga's coaching system.

Program Overview

- **Duration: 6 months**
- **1 module per month**
- **Every module: 2 hours**
- **Per module 1 assignment (reflection diary, observation, application tools, set-up your own system and more)**

Mod. 1: Introduction to IT Coaching

Getting a shared understanding of coaching (specifically coaching developers), principles, impact and different coaching styles. Start the program by sharpening your individual goals.

Mod. 2: Most important coaching techniques

A more in-depth session on how to uncover hidden beliefs, provide accountability for your coachee, and ask the right questions.

Mod. 3: Culture Coaching

Get a better understanding of Dutch culture. Use The Culture Map as tool and framework to coach. We invite a **guest speaker** who shares the Dutch perspective on common challenges.

Mod. 4: Structure a coaching journey

Understand the importance of psychological safety. How to do a proper in-take, and set-up a coaching journey. Get a set of easy to apply tools, that can help structure the journey.

Mod. 5: Online coaching

Learn how to connect with your coachees, despite the online context. Understand the challenges and how to tackle them. And use online tools to strengthen the coaching.

Mod. 6: Retrospective & Continuation

We look back at all the modules. Reflect on each individual growth. Share all lessons. Revisit some tools, and sharpen future goals. You will focus on how to continue and improve as a coach.

Deliverables

High quality content

With 15+ yrs of experience Melissa provides a program, based on a lot of experience and knowledge.

Experience of your own coaching

Melissa will coach you during the modules to overcome your own challenges and improve your coaching game.

New methods, tools, and systems

You will get a lot of new tools, methods and systems, so you have a big toolbox that can help you in many situations.

Custom-made Program

This program is completely custom-made to the context of Tunga, with great flexibility to provide needed knowledge.

Total investment per person:

Excluding TAX 21%

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TERMS OF PAYMENT

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Your coach: Melissa Marijnen

With 15+ years of experience as a business coach, and 5+ years focus on IT, Melissa has trained over more than 2000 leaders in mostly the Dutch corporate world.

She has worked for international companies like PWC, KPMG, PepsiCo, but also Dutch Government, Banks, Energy companies and large European IT consultancy companies, like Info Support, Unit4 and Xomnia.

It is her mission to increase the level of leadership in technology, to improve the quality of business in the world.

Testimonials - IT Leadership Program:

"The focus on technical leadership is so important. I needed somebody who knows the business context, and professional dynamics, to help you become a leader. This is a unique program I recommend to all technical engineers."

"I needed this program to become aware of how I approach others, in order to understand that there are other ways, more effective ways. Because of this, my collaborations are better, and I understand business strategy!"

"Of course I recommend this program. I used to become so frustrated, which made me passive, not really happy. Now I understand how I can bend my frustration, and focus on growth, on opportunities."