

TAILORED-MADE



Organizational coaching is a process of accompaniment that takes place in 4 stages:

- 1 - Request elaboration from needs analysis and first contacts with the organization
- 2 - Mission architecture design and accompaniment structure
- 3 - Coaching of organizations interventions
- 4 - Appraisal, synthesis with capitalization

Request elaboration is a permanent work all along the journey. We used to say that it is alive and coaching the request itself allows regular adjustments needed by the organization.

A team of coaches is partnering with the organization to co-elaborate the appropriate design and achieve goals fixed by the organization. The tailored-made approach allows a permanent adaptation to the organization request and favor exploration of systemic reflections.

Organizational coaching does not claim from any specific school of thought. On the contrary, it is part of a multi-referential logic with the aim of offering the organization multiple reading angles commensurate with the complexity it faces. This diversity and complementarity of approaches must necessarily be reflected in the profiles of the coaching team.

To follow the concept of 'required variety' developed by William Ross Ashby and echoed by Karl E. Weick: «It takes variety to feel and control the variety. Accidents happen when men who act and manage complex systems are themselves not complex enough to sense and anticipate the problems generated by these systems.» Although each organization has resources that can be mobilized to go through transformation stages, the organization 'self-awareness does not always allow its activation.

WAY2AUTONOMY offers personalized support, with dedicated team of certified organizational coaches, supervised and trained to accommodate the emergence of planned and unplanned impacts. The principles of co-responsibility apply.

