

# AIESEC Korea Coaching Model

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# What is the Coaching Model?



*The coaching model is a method for the MC team to support LCs in developing within their cluster and within their Growth Path defined by the OD model*

# What does the Coaching Model Include?



- 1. Framework, structure, and KPIs of LC Coaching*
- 2. Aligned content for specific LCs based on OD Model*
- 3. LC Coaches based on skill*
- 4. Intense tracking of coaching and ensuring clear MC Synergy*

# Main objectives

## Coaching

- Reflection and insights on team management
- Team Standards delivery in EB and individual teams
- Soft Skills
- Personal Development

## Consulting

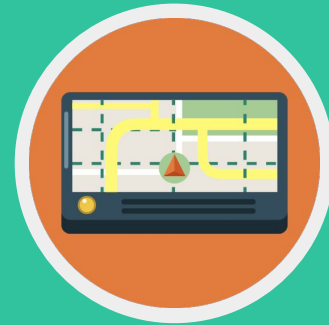
- Understanding and working with metrics
- Planned vs Achieved off LCs
- MC Strategy clarification

## Support

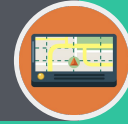
- Contacts
- Collab spaces
- Inputs from MC
- Feedbacks from MC/Coach
- Network understanding

# KPIs

- % growth in productivity
- % goal achievement



# What is Provided during Coaching



## Diagnosis:

- LCP and LCVP functional roles with it's challenges and opportunities
- Looking at reality today

## Setting Actions:

- Identifying what opportunities are available based on the LC reality and creating action items and strategies for the LC to grow

## Moving Forward:

- Follow up with Goals and milestones that were set during previous meeting
- Space for evaluation and support

# Diagnosis



This step of coaching is focused on understanding the current state of each LC and what bottlenecks are blocking them from achieving their goals

1. Keep the end goal in mind
2. Look into the current reality of the LC
3. Determine what options we have available based on their Growth Path and
4. Find and connect the LC's drive and what pushes the LC towards being better and achieving

# Setting Actions



After the Diagnosis step, LC coaches progress to setting actions towards LC goals. These can be items that boost your performance or support your problem solving; this all depends on the LC reality and what LCs will **commit** to executing

Always make them SMART goals

1. **Specific** goals make it easier to achieve them
2. **Measurable**: can it be measured numerically and within a period of time
3. **Attainable**: good to be realistic, but don't forget to bring a challenge
4. **Relevant**: does this goal fit with our LC ambition or wildly important goal?
5. **Timely**: can you make the goal happen today?

# Moving Forward



Every follow up meeting is designed to wrap up what has been achieved and discuss how things have moved forward from what was defined. Once this is complete, we determine the next set of actions to achieve

This step is the main method for following up to see if LCs have made progress on their goal or if there are still actions that need to be achieved.

For this part, LC coachees can reach out to their LC coach through the agreed channels (KakaoTalk, email, etc.). This reduces the time it takes to move forward, and the LC coach will act as the main support for moving forward



# Touchpoints / Structure



## 1st Week of the Month

### Topics covered:

- Diagnosis, setting actions

Based off cluster reality, LC reality and LC plan, determine what is preventing them from achieving their goals and set action items for them to achieve them.

## 3rd Week of the Month

### Topics covered:

- Moving on; review what has been achieved or what actions need to be revisited or need more time

Goal achieved or action steps needed to be achieved

## Informal Touchpoints

Touchpoints with coach for LCVPs or LCPs throughout the semester.

Information covering general strategy, current state, etc.

## MC Monthly Alignment Meeting

MC meets to update each other so everyone knows what to communicate to the LC regarding strategies and messages

## Quarter Coaching Visit

Physical visit by LC coaches to support LC quarter review, diagnosis and action steps moving into the upcoming quarter.

How does this align with the OD Model?

The Coaching Model delivers specific content that aligns with both the *LC Growth Path* and *Cluster Growth Path*.



## Coaching Tracker

- Data collection (goal achievement, productivity, additional data)
- Meeting Output

Cluster Growth  
Path  
+  
LC Growth Path