

sima 5step

Executive Coaching Programme

The *sima 5 step* programme is our premier product. We have worked with hundreds of senior executives using this programme to help them really enhance their effectiveness and the quality of their lives. The programme using *sima* (the System for Identifying Motivated Abilities) has been refined over sixteen years to deliver real results for people.

Each individual's situation is unique and the dilemmas each person faces are particular to them. The *sima 5 step* programme will enable you to:

- Review what has made you successful thus far in your career.
- Take stock of where you've been and where you want to go from here.
- Assess your whole life goals and be sure you are 'on track'.
- Recalibrate your life, seeing if the match between your aspirations and reality is appropriate.
- Determine for yourself what is 'right' for you.
- Develop practical ways of ensuring you get what you want.

The programme consists of a series of *five* meetings, which normally take place over a period of 6 – 8 weeks (the programme can be done quicker if need be). The focus of each session is described next:

The sima Five Step Programme

1

Session 1 Orientation

- A preliminary meeting to clarify expectations, outline the process and create the framework for working together on career aspirations and motivation (1 hour). The person completes the personal objectives sheet and the sima Achievement Record which will take them 6-8 hours.

2

Session 2 Sima Interview

- In-depth interview lasting 2-3 hours exploring the data in the Achievement Record. We analyse the data and develop a Motivated Abilities Pattern. A 'first draft' report is created, which takes 10-12 hours of your coach's time outside the session. The person completes additional exercises.

3

Session 3 Sima Feedback

- Feedback to the person on the Motivated Abilities Pattern and its implications. 2-3 hours dialogue about strengths and weaknesses. The person reads the report and reflects on the implications.

4

Session 4 Application 1

- Review of the process of the Motivated Abilities Pattern and coaching in how to make people aware of the best ways of working with the person (2-3 hours). The person completes further work prior to Application 2.

5

Session 5 Application 2

- Further coaching on ways of negotiating 'good fit' roles for the person and ways of minimising 'poor fit' scenarios (2-3 hours). Discussion of next steps.

*SIMA – the System for Identifying Motivated Abilities is a proprietary process owned by PMI Shares Inc.

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