

Pre-Retirement Coaching Sample Framework

Curious about how coaching can help business owners? Here is an example of how coaching targets key objectives:

Key coaching objectives <i>What you want out of coaching</i>	Coaching activities <i>Things we'll work on together to help you get what you want</i>	Added value from coaching <i>Other potential benefits</i>
<ul style="list-style-type: none"> ▪ Step away from your business without regretting your decision to do so. 	<ul style="list-style-type: none"> ▪ Strategize how to leave your role with minimum disruption to you and your company. ▪ Learn to let go of what is unfinished and those things you'll no longer have influence over. ▪ Establish specific goals to pursue after you exit. 	<ul style="list-style-type: none"> ▪ Feel more confident setting a definitive date to retire. ▪ Help customers, staff, vendors, and other stakeholders adjust to your departure.
<ul style="list-style-type: none"> ▪ Avoid feeling diminished or lost without your work identity. 	<ul style="list-style-type: none"> ▪ Take stock of your values, accomplishments, and strengths. ▪ Make sure that core aspects of your identity find an outlet in your next chapter. 	<ul style="list-style-type: none"> ▪ Your sense of purpose and values will be expressed through your actions. ▪ Find that your friendships and routines are more personally rewarding.
<ul style="list-style-type: none"> ▪ Have a positive experience during the earn-out period. 	<ul style="list-style-type: none"> ▪ Shift from the mindset of an owner to that of a strategic consultant. ▪ Assess your concerns about changes to the company that will likely take place under new ownership; plan a constructive response. ▪ Arrange for peer support. 	<ul style="list-style-type: none"> ▪ Feel a greater sense of optimism and control regarding your future. ▪ Have more emotional energy available to direct toward satisfying new endeavors.