

Egan's three Stage Model for Executive Coaching

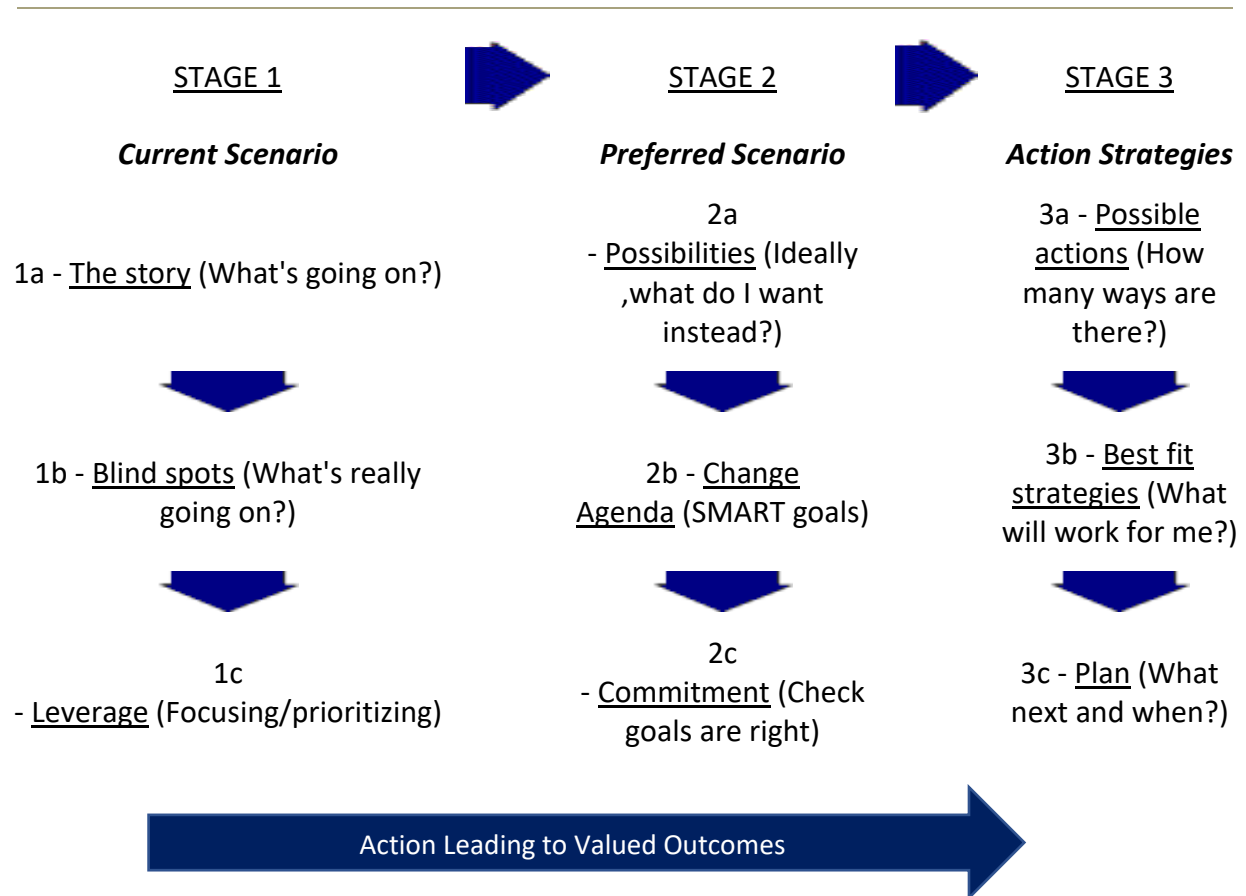
CFI's CEO coaching framework uses the 3-stage model pioneered by Gerald Egan. The goals of using the model are to help Leaders to manage their problems, to function more effectively and develop unused opportunities more fully. The leaders eventually become better at helping themselves in their everyday professional lives.

The Coachee's own agenda is central, and the model seeks to move the Coachee towards action leading to outcomes which they choose and value.

The Egan model aims to help the Coachee address three main questions:

1. 'What is going on?' 2. 'What do I want instead?' 3. 'How might I get to what I want?'

Not everyone needs to address all three questions, and at times Leaders may move back into previously answered ones. For simplicity, we'll look at the model sequentially. However, the Coach will work with the Coachee in all or any of the stages, and move back and forward, as appropriate.



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