

C-MAPs in Action

Coaching MAPS Case Study: Isabel Nunes, Director

Introduction:

Isabel supports her team to develop their competences and maintain a high-performance mindset.

Maintaining a high-performance mindset requires productivity, motivation and commitment, both individually and as a team.

The C-MAP methodology helps to design tailored coaching paths to help managers to improve team and individual performance. Isabel believes that this coaching tool is powerful to develop a growth and high-performance mindset.

Summary:

This case study is about how a Director applies the structured approach of the C-MAP methodology to develop a high-performance work team at Mindshift Talent Advisory.

“High-performance is an increasingly differentiating competence in a highly competitive and constantly changing world. High-performance is much more than obtaining good results in professional life or achieving financial success. It is a mindset that promotes development in oneself and in the people around us.”

Isabel Nunes, Business Coach



Use, reuse, readapt C-MAPs

A high-performance mindset is a growth mindset. The model beyond C-MAP is GROW, originally developed in the 1980s by business coaches Graham Alexander, Alan Fine, and Sir John Whitmore.

All the 12 C-MAPs approach real professional challenges and work-based problems that can affect the development of high-performance work teams. By tackling both problem-solving and goal setting, managers can truly support their teams to perform better.



Use these C-MAPs, use them once again, and feel free to adapt them to your needs and organisational context. And why not create new ones?

Most managers are not confident how to coach people but they can learn it

Coaching, as any other skill, must be learned and honed over time. Try C-MAP course, or any other coaching programme available on the market, and develop key leadership coaching skills, such as listening, questioning, giving feedback, assisting with goal setting, showing empathy, letting others arrive at their own solution, recognising and pointing out strengths, providing structure, and encouraging a solution-focused approach.

And remember:

“We must see people in terms of their performance potential, not their past performance.” - Sir John Whitmore

Coaching MAPs is a project funded by the Erasmus+ programme. The project set out to develop and test a new coaching model called Coaching MAPS. In addition to a set of pre-prepared C-MAPs, there is a handbook and a training course all of which are available in English, Bulgarian, Italian, Dutch and Portuguese.

For further information visit:

www.coachingmaps.eu



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