

C-MAP: Managing an outstanding team member with limited growth opportunity within the company



Coaching MAPS

GOAL

- Where do you see yourself in 1/2/3 years' time within this company?
- What development opportunities would you be interested in?

WAY FORWARD

M.A.P.

- What plans do you need to make to help you progress in your career?
- Who can help you to achieve your plan?
- When do you plan to start?
- What are your milestones to achieve your plan?
- What do you think you need to do right now?
- How do you want to be held accountable for this plan?
- On a scale of one to 10, what is the likelihood of your plan succeeding?
- What would it take to make it a 10?
- How often do we need to meet to monitor and review your progress?
- How will you know when you have achieved your plan?
- How you will celebrate your achievement?

REALITY

NOW

- What do you want to achieve in your career?
- How would you describe your career path at this company?
- On a scale of one to 10, where are you now in relation to your career goals?
- What is working well right now?
- What motivates you or inspires you?
- What do you want to be known for?
- What is holding you back?
- What career options could you have done differently?
- How would you feel if you were still in this job in 1/2/3 years' time?
- How important is (a) career progression, (b) financial progression (c) personal growth to you

CHOICE

- What types of growth opportunities do you believe that this company has to offer you?
- What do you think you need to do to get closer to your goal?
- Would you consider leaving this company to follow other career opportunities?
- What obstacles could get in the way of achieving them?
- What opportunities are available to you to help you progress within this company?
- If anything was possible, what would you do?

OPTION