Introducing MyCoach

Think of the growth you could achieve with a partner—a coach—who can clarify, challenge, and guide you to increase your awareness and impact as a current or rising leader.

The Human Resources Coaching Services Program is excited to bring you “MyCoach”, a highly personalized and affordable coaching opportunity powered by the Ezra external app.

MyCoach lets you be in the driver’s seat to choose a coach, schedule sessions, and easily meet using a phone, tablet, or computer.

Benefits to You

• **Be intentional about your growth:** Target areas for development and practice new strategies over time.

• **Enhance your leadership:** Increase your ease in handling current challenges and expand your capabilities for new roles.

• **Help you manage change:** Personal and professional changes can be tough; coaching gives you a space to talk through them.

• **Accelerate your onboarding:** A coach can help you make the most of your first months in a new role.

Key Information

**Cost and Grant Support**

$3200 for 6 months unlimited confidential coaching

If you qualify for a $1,250 Staff Manager Development Grant, the cost to your unit/college after reimbursement is $1,950. These noncompetitive grants are available year-round.

**2022 Start Dates**

September 19
November 7

**Enrollment Deadlines**

August 29 for September start
October 17 for November start

**Questions?**

Contact MJ Abell, abell.1@osu.edu, or see the FAQs at the MyCoach Powered by Ezra webpage.

Request MyCoach

The Coaching Services Program will launch MyCoach participants in groups of 20 four to six times a year, so you and your leader can plan ahead. Getting started with MyCoach is easy:

1. Complete the [MyCoach Application](#). It gathers information to enroll you in MyCoach and to check eligibility for a Staff Manager Grant.
   - Program and project managers are considered for grants as well as people managers.

2. **You will be contacted by the Coaching Services Program Manager, MJ Abell.** She will guide you through the steps leading to a purchase order from your unit/college, discuss grant reimbursement (if applicable), and answer any questions.
Choose Your Goals

With MyCoach, you get to choose three goals for focus from the list below.

1. **Emotional Intelligence**: Your self-awareness, your ability to self-regulate, keep yourself motivated, and understand your impact on others.

2. **Resilience**: How you cope with stress, pressure, new scenarios, and rapid change.

3. **Communication**: How you structure messages, tell stories, and communicate with impact.

4. **Motivation & Engagement**: Tapping into people’s real motivations, helping them feel a powerful connection with the work they do.

5. **Collaboration**: How you work across boundaries, break down silos, and encourage teamwork.

6. **Trust & Relationships**: How you create authentic, trust-based relationships, show empathy, and make people feel heard.

7. **Managing Conflict**: The courage to have difficult conversations, intervene when relationships aren’t working, and support others in dealing with conflict.

8. **Accountability & Achievement**: Your ability to plan, organize resources, and drive both accountability and results.

9. **Managing Expectations**: Establishing for yourself and communicating to others a sustainable set of expectations.

10. **Prioritization & Time Management**: Working smarter, prioritizing your time, and planning your work.

Get the Most from MyCoach

- Understand that coaching is a journey that requires commitment from you.
- Involve your manager. Share learnings and successes as the process unfolds.
- Think of yourself as the driver of your coaching; your coach serves as your guide.
- Focus on the three areas that will have the greatest impact on your success.
- Be engaged throughout your program and make the most of each coaching session.

Manager Support

- **Encourage coaching**: Propose or support coaching as an excellent development opportunity.
- **Become an advocate**: Show interest, but do not press your team member to share confidential information. All interactions between a coach and a coachee are confidential.
- **Support the process**: Be a role model by giving and receiving feedback regularly. Support their goals.
- **Celebrate success**: Reinforce the positive changes your team member is making as soon as you see them. Celebrate even small successes.