

Espresso coaching sessions

I developed espresso coaching during Lockdown. Of course, we all experienced different pressures: some people grew more concerned for their jobs, many found it difficult to balance work with childcare and create boundaries between work and home. Lacking connection to the team and working on screens all day can be isolating and overwhelming. They / we needed support. I wanted that support to be tailored to the individual and accessible to anyone in the organisation.

Espresso coaching sessions are short (30 minute) 1 to 1 coaching sessions conducted over videoconference. They provide a focused coaching intervention to support people in an area where they are struggling or have run out of ideas. As we only have 30 minutes for a session, I ask participants to identify a clear issue to work on and to give me a heads up of that issue at least 24 hours ahead of their slot.

Initially those issues were Covid related, but we work on any subject that is in service of the individual and their organisation. Sometimes I only coach an individual once, sometimes – particularly if an organisation engages in several rounds of espresso coaching - I'll coach the same person several times. When that happens, we may explore the same issue, from a different angle or in more depth – or we may explore something completely new.

Organisations commit to a minimum of 10 sessions per round and anyone within the organisation can sign up.

To get things going, I can provide an example note describing the offering, so individuals know what to expect, understand what they need to do, and are reassured about confidentiality. They are then invited to sign up for a slot and sent a Zoom link. I ask them to send me a brief note on the issue they want to bring, and for that issue what they want to be different / what outcome they want. Then we get to work. Sometimes I send follow up reading or references.

Espresso coaching emerged in response to Lockdown, but its value persists. I think that is because shifts really can be achieved in 30 minutes and this structure allows people at all levels and in any discipline to receive coaching if they want it.

'I cannot recommend Mia's Espresso coaching highly enough! We engaged in it to support our fabulous team. Mia was instantly embraced by each person, partly because of her magnetic personality but, more importantly for the immediate value she adds. Mia is exceptional at getting to the heart of an issue and then deftly providing informed and inspiring guidelines on a way forward. It's amazing how impactful 30 minutes coaching is - improving effectiveness, feeding a positive, collaborative culture, and helping us all focus on what's important to us in life.'

Anita Black, Co-founder, The Magnetic Collective