



# Coaching & Coffee (Italian Edition)

*Claudio Graziano, Giuseppe Vercelli*

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"Coaching & Coffee"

Questo lavoro nasce con l'obiettivo di presentare, a un pubblico di professionisti e di curiosi, un caso di coaching che permetta di comprendere non solo le tecniche utilizzate ma anche e soprattutto la struttura portante dell'intervento, con un'attenzione costante a generare autonomia nel coachee e a monitorare gli obiettivi definiti.

Nella parte iniziale viene proposta una sintesi del modello SFERA, ideato e strutturato da Giuseppe Vercelli e dall'equipe di professionisti all'interno dell'Unità Operativa di Psicologia dello sport di Torino. Il modello rappresenta un sistema semplice ed efficace di interpretare la realtà della sfida in atto ed è basato sui cinque fattori mentali principali che intervengono nella prestazione: Sincronia, punti di Forza, Energia, Ritmo e Attivazione, le cui iniziali compongono appunto il nome del modello applicato nel percorso presentato. (Giuseppe Vercelli) /// - /// - ///

GPG si era da tempo dimostrato interessato dal modello SFERA Coaching e dall'attività professionale da me seguita ed aveva preso in considerazione l'idea di proporsi come coachee.

In quel periodo, GPG individuava nel coaching l'occasione e la possibilità di migliorarsi, in particolare riguardo la sua prestazione come commerciale ed anche riguardo lo sviluppo di capacità e competenze manageriali e di gestione dei collaboratori/staff, vista come area di proprio consolidamento e sviluppo.

Nel frattempo, tuttavia, la sua situazione professionale/lavorativa è precipitata a fronte di alcune incomprensioni con la nuova manager referente e di alcuni risultati non adeguati ai target sempre crescenti richiesti dalla sua azienda.

La situazione ha portato in breve ad una interruzione consensuale del rapporto di lavoro, nonostante durasse da anni (11 anni circa con la stessa azienda) e fosse stato nel tempo soddisfacente anche rispetto ai risultati acquisiti.

Alle soglie del primo incontro, perciò, la situazione lavorativo/professionale di GPG era completamente mutata; pur confermando il suo interesse e disponibilità al percorso di coaching, verosimilmente era cambiato il suo obiettivo... (Claudio Graziano)

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