



## The Big Blue Box Ltd

### Managing Boundaries

I had an interesting conversation with one of my corporate client's project sponsors.

We talked about the coaching 'Briefing' as is often given at the start of a corporate coaching project, how the requirement can be narrowly defined. We also noted how the coaching relationship can actually unwrap and then redefine and address these emerging issues. This is frequently facilitated by the openness and confidentiality possible with an independent coach, identifying the underlying causes or drivers of behaviour.

This led onto a discussion about

*'What happens if the coaching conversation starts going back into childhood and outside the immediate job role?'*

*'What might this mean when considering corporate risk and responsibility if we uncover something?'*

*'Could such openness create a risk for the 'employer?'*

Hopefully, these cases, links below, help to explore some of the boundary issues.

All three cases explored the childhood influences upon the coachee, with differing outcomes. Also in all three cases, the actual outcomes and key area of focus within the coaching conversations were at degrees of variance to the direction of the initial briefing.

#### [Leadership and Recognition](#)

This case explores the impact of childhood experiences where the coachee's 'drivers' are linked to the relationship with the father.

#### [Bold Moves](#)

This coachee makes a key decision, having recognised the deep rooted causes for his inability to ask for help

#### [Alternate Outcomes 1](#)

This is a case where the given brief missed the opportunity for a full exploration of the coachee's significant needs, addressing only the 'presenting symptoms', but coaching was not the solution either. This led into some discussion about managing the boundaries between coaching and therapy and managing the risks and responsibility in emerging situations. I can't say the discussion reached any definite conclusions but it enabled us both to understand each other's considerations and provide subjects for reflection.

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