

Career Coaching International

190 Bronson Ave., Suite 200, Ottawa, ON, K1R 6H4 Fax (613) 233-1805 (613) 233-0010 www.ccinternational.ca

LONG-DISTANCE COACHING

CCI Guidelines: May 2006

Since its inception, CCI has provided career coaching to people outside of Ottawa, fulfilling the portion 'International' in the company's descriptive name. Assisting people in London Toronto Orillia Penetanguishene ON, Montreal QC, Winnipeg MN, as well as Washington DC, and further, in Barcelona Spain, Vienna Austria, Saratov Russia, Riyadh Saudi Arabia, Dubai United Arab Emirates and Shanghai China attests to the ability of coaches to provide guidance over long distances. But how is this done and can it be done effectively?

The Basis

The basis for assisting people located remotely from the advisor's office to find meaningful jobs and thus job satisfaction for the individual is only possible if the company has a sound career resume and job search process is in place, that is, as long as the firm has a solid backbone program. The concepts that work with face-to-face meetings must be transferable to other forms of communications such as by telephone and by the Internet. Fortunately, this is quite possible.

The Mechanics of it

While we cannot speak for other career coaching companies, it is reasonable to assume that the same mechanisms employed by CCI would apply to other professional counseling organizations.

The career coaching company will, first of all, ensure the three fundamental facets are applied of: (i) developing a life story, (ii) seeking jobs in the unseen job market and (iii) working on the basis on one-on-one coaching.

Second, regular meetings are set up by telephone and in the case of people in China, Russia, Mexico, etc., Voice-over-IP (talking over your computer network) is the means. As well, the ability to make phone calls to the other side of the world for \$1 or less per hour allows the coach and the participant to talk as often and for long as required.

Third, if all instructions are well documented (e.g. CCI's 300-page Manual for Partners) each section

can be readily transmitted by email. Responses fired back by email allow the work to get done without much difference between the approach for a local person or a remotely located person.

Fourth, the 4-hour career search seminar conducted once during the individual's program where the participants can mingle with one another and share experiences can be part of the curriculum for the remote person who can link into the session by speaker-telephone (remember it's only \$1 per hour). The distant person can enjoy the dialog with the other participants, all the while watching the seminar projection on one's personal computer.

In some cases, people within one day's drive of the host office will choose to visit the main office on this occasion to not only participate in the session but to meet their coaches in person, often for the first time. In such an event, the coach would include face-to-face sessions on top of the seminar itself.

Fifth, sometimes coaching staff, if conditions are favorable, and they happen to be in the area, will visit the participants at their own locations. (This has happened, coincidentally, for CCI clients located in Winnipeg, London, Orillia, Barcelona, Saratov and Cancun.)

The Results

The goal and the results of finding a proper career fit for people located remotely are similar to those of people situated locally. And why should it not be so? All the same principles are applied.

Locating Jobs Internationally

The other side of the equation is finding jobs for people in distant locations. Here too, the career-coaching firm should demonstrate success. (In our case, we have assisted finding jobs for people now happily employed in Washington DC, Portland OR, San Francisco, Denver, The Ivory Coast and Shanghai China.)

Conclusions

Career Coaching International

Although, for most people, face-to-face coaching is viewed as preferable, for those where that direct connection is not readily attainable, it is possible to get the results one seeks by engaging in long-distance coaching. While the record of success can speak for itself, the growth of long-distance coaching business via word-of-mouth recommendations, that some companies now enjoy, probably speaks louder.

Good luck to you in your search for a meaningful career.

Bill Caswell, Principal
Career Coaching International
www.ccinternational.ca