



Pairs Coaching

"Pairs coaching provided a safe place where I felt comfortable bringing up issues that I was hesitant to engage in on my own."
~ Pairs Coaching Client

A unique way to resolve conflict and strengthen relationships

What is pairs coaching?

Pairs coaching is a process for improving the ability of two people to work together in the future. Its focus lies in fostering effective communication skills and establishing agreements regarding future behaviors. Pairs coaching differs from mediation, as its purpose is not to resolve specific issues but to strengthen the overall working relationship.

What are the benefits of pairs coaching?

While individual coaching can assist in improving relationships, its progress may be slower because only one individual within the pair receives support. Even if both individuals receive separate individual coaching, the aspect of exploring new dynamics within the relationship lacks support within the shared work environment. Pairs coaching expedites the development of working relationships by providing simultaneous support to both individuals within the pair, allowing them to collaboratively navigate challenges and grow together.

Who is pairs coaching for?

Pairs coaching is for key pairs—two people who work closely together and significantly impact the organization. For example, Director and Associate/Assistant Director; Dean and Associate/Assistant Dean; Vice President and Director.

Why are two coaches better than one?

Two coaches working with two clients create stronger trust, balance, challenge, and support. This method generates richer data for clients and provides opportunities for role-modeling, experimentation, and practice.



Situations right for pairs coaching

- Tense relationships
- Past/current conflict
- Stable but strained relationships
- Both parties want to see improvements in the relationship



Situations NOT right for pairs coaching

- Performance issues
- Only one party is interested in coaching
- Someone feels forced into coaching
- The pair is involved in the grievance process

Pairs Coaching

What type of workplaces could we create if we leaned into rather than away from brave conversations?

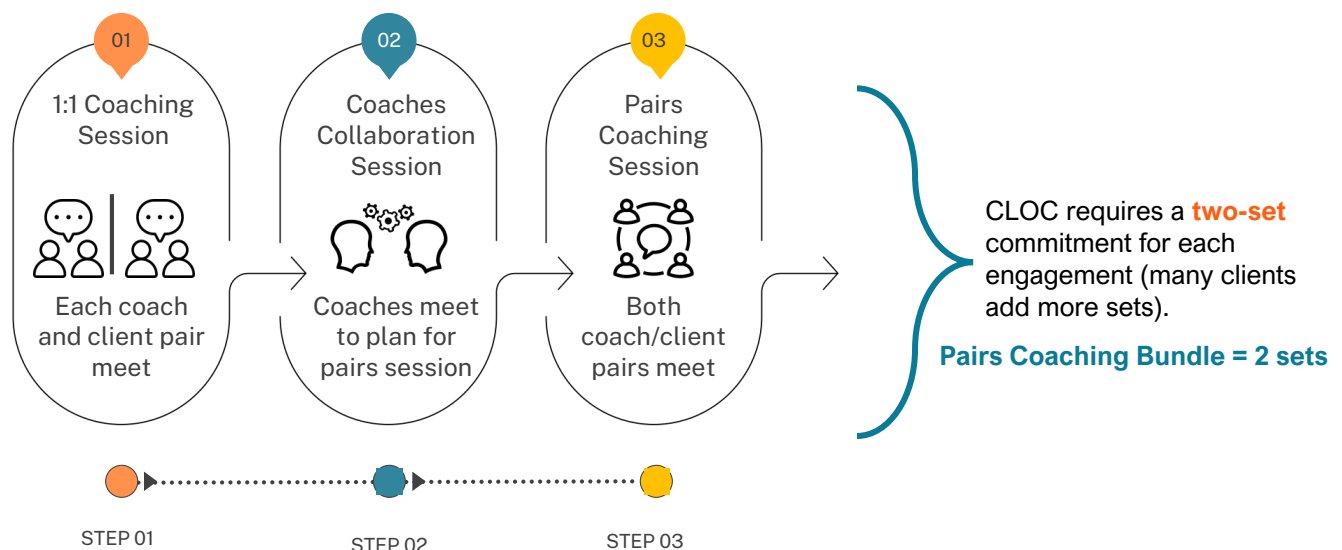
What happens in a pairs coaching session?

Pairs coaching is a collaborative approach where two coaches engage with two clients simultaneously. Together, the client pair actively address their business challenges while the coaches attentively observe and provide constructive input. During the session, the pair experiment with fresh modes of communication while receiving guidance and assistance from the coaches.

Pairs coaching set

Each pairs coaching set is comprised of three steps: individual coaching session with each client, a collaboration session between coaches, and the pairs session with both coaches and clients.

Pairs Coaching Set



Pairs Coaching Package

- The fee for the pairs coaching bundle (two sets of meetings) is \$5,000. This includes all materials, assessments, and follow-up work.
- Payment is due prior to beginning the engagement and is non-refundable.

Contact Us



CENTER FOR LEADERSHIP & ORGANIZATIONAL CHANGE
PARTNERING FOR RESULTS

cloc@umd.edu | 301.405.0724
cloc.umd.edu