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## Coaching for Courage, Confidence & Coherence

**As a coach, I offer a trustworthy, safe space to reflect** on meaningful questions of our lives and work, especially for physicians and healthcare leaders, questions such as:

- How do we lead ourselves and others with courage in challenging times?
- How do we care for ourselves while caring for others?
- How do we redirect and reframe and recover from unexpected or untoward circumstances?
- How do we stay grounded and find peace and joy in the midst of the realities and uncertainties we encounter especially in our professional lives?

This is a time of unprecedented change especially in the healthcare environment. I have faced this reality myself, often struggling to remain true to my core values while aligning with the organization. In the midst of such challenges, I asked myself, *What would allow me to connect my passion and purpose and that of the organization's with authenticity each day?*

**The coaching I offer focuses on personal and professional fulfillment and thriving.** We will discuss how we keep courageous, aligned with our core values, open hearted and authentic in the midst of the stresses and challenges, internal and external, that pull us away from these ways of being.

**You will learn essential skills** needed to foster open dialogue and collaboration within the team to determine efficient, effective process and best practices to optimize daily work. You'll also have opportunities to experience ways of:

- reconnecting with your meaning and purpose,
- reclaiming hopes and dreams,
- paying attention to your identity, and
- embracing the various roles and responsibilities that fill your life.

**It is about engaging fully and wholly with yourself and the work you do.**

I hope to help you discover a **unique kind of personal professional development** — one that deepens self-awareness and renews personal energy and vitality. These skills are beneficial to all, not just professionals. I hope to develop a partnership with you through listening deeply and asking open, honest questions to help you uncover your inner wisdom. When appropriate and relevant, I may share my own experiences, thoughts or resources.

In addition to my formal training, as well as personal relationship with a coach, I bring my own learnings through my journey in various roles both personally and professionally.

I hope to develop this relationship through a series of 1-hour sessions via Zoom at an agreed time and frequency. The time and duration of our commitment can be flexible based on mutual convenience. I recommend a minimum of six sessions to develop a safe space and trusted relationship.

**Fee:** Sliding scale up to \$350/hour, payable after each session or as arranged. Contact me at [mukta@muktapanda.com](mailto:mukta@muktapanda.com) to discuss options.

## **COACHING TERMS & CONDITIONS**

### **CONFIDENTIALITY.**

All information exchanged within the coaching partnership is preserved confidentially unless disclosure is otherwise requested by the client or if the client communicates an intent to harm themselves or others or as otherwise required by the laws of the State of Tennessee as the site of this contract regardless of the location of the client. This includes but is not limited to: (a) the content of conversation by any electronic methods, including but not limited to, (b) online, in person and via phone; (c) email exchange; (d) note-taking; and (e) exchange of photos, (d) physical or digital documentation.

### **COLLEAGUE CONSULTATION.**

When necessary, consultation with other colleagues is used to enhance the coach's effectiveness and troubleshoot any areas of concern. Privacy is respected and identifying information will not be distributed during consultation.

#### LENGTH OF COACHING TERM.

Each coaching session is typically 60 minutes long unless agreed upon otherwise by the coach and client. Because the coaching process is unique to each client and the issues presented during conversation vary it is difficult to definitively determine the length of a coaching term. It is recommended that a client begin with a twelve-week period, attending coaching sessions once weekly to gain momentum and better establish familiarity within the coaching partnership.

#### CLIENT RESPONSIBILITY.

Coaching is a generative process. All content generated by the coach is suggestive in nature. The client is solely responsible for any action or inaction taken as a result of the coaching partnership.

#### CANCELLATION/RESCHEDULING.

Should the client need to cancel or reschedule a predetermined appointment they should do so at least 24 hours before the appointment. The coach reserves the right to charge the full amount of the agreed upon fee for any appointments cancelled or rescheduled with less than a 24-hour notice.

#### CONTRACT TERMINATION.

While consultation with the coach is preferred beforehand, the client has the right to terminate the coaching partnership at any time. The coach reserves this same right to terminate the contract at any time. This excludes any binding agreements/contracts made outside of this document.

#### SCHEDULING AND FEES.

A schedule and fees for each session shall be established during the first consultation and remain through the length of the coaching term. Exceptions include any amendment made to the rate that is agreed upon by the coach and client should the services be determined to include travel or time constraints or other coaching and consultation needs.

Rates: \$350/hour due at the end of the session

In the event of a breach of the terms of consultation agreed to which requires legal representation Coach is entitled to be allowed attorney fees and any incidental costs of

collection of the balance due under this contract which is a Tennessee contract and may be resolved by Tennessee Law in a court of competent jurisdiction.

SIGNATURES.

My signature below confirms that I have read and understand the information presented to me in this document. Additionally, I agree to abide by the guidelines listed in this document.

\_\_\_\_\_  
Client Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature, Mukta Panda MD

\_\_\_\_\_  
Date