



HR & COACHING

HR & COACHING applies the following code of ethics, which is in accordance with the ethical code of the Federation of Professional Coaches:

1. A coaching consists of accompanying a person or an organization so that it succeeds in:
 - clarify their personal, professional and/or strategic choices,
 - manage the changes that these choices generate in their personal and/or professional life,
 - define the objectives of this person or organization,
 - implement the means to achieve these objectives.
2. The written formulation by the person or the organization of the desire to reach an objective is the necessary prerequisite to any coaching intervention. However, it is not mandatory for personal coaching.
3. In the case of a contract with an organization for the coaching of third parties, the latter participate on a voluntary basis and this is manifested by their signature at the bottom of the contract.
4. After the end of the contract, the coach continues to be bound by :
 - The strict respect of professional secrecy
 - The commitment not to exploit the relationship with the client
 - The implementation of a follow-up if necessary and requested
5. The coach commits himself to practice his activity in the full respect of the legislation of the countries in which he practices.
6. All interventions are carried out in the respect of the ecology of the people and the organizations in which they evolve.
7. The coach is bound by professional secrecy on information concerning his clients, persons and organizations, and their possible partners.
8. When the coach is mandated by an organization, he can only reveal information relating to interviews with coachees, in case of specific prior agreement and transparency on the information collected, in order to avoid any misuse or unfortunate triangular.



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9. The coach undertakes to provide the client with effective and professional assistance, to avoid causing harm to the client either voluntarily or through negligence.
10. The coach commits himself to interrupt the coaching process and to delegate the responsibility of the follow-up to another qualified professional coach if he finds that he has reached the limit of his competence.
11. The coach strictly refrains from exploiting his clients, in particular financially and/or personally.
12. The coach refrains, in his public statements, from any derogatory remark that could discredit the reputation, the qualifications or the personality of another professional in the field.
13. The coach subscribes to the obligation to be supervised regarding his coaching activity on a regular basis.
14. The coach regularly participates in continuous training to update his know-how and his interpersonal skills.

TO THE ATTENTION OF THE CLIENTS:

Coaching requires commitment, motivation, perseverance and therefore patience. The result, the objective, reached is YOUR success. It is a gift that you give yourself! Enjoy the journey!