



# Coaching Proposal

# John Doe

---

By Dr. Paulin Kantue  
15th January, 2025

## Welcome

Hey John! I'm thrilled to embark on this journey with you as we begin this assessment process. I'm genuinely excited about the opportunity to work together and collaborate closely to uncover insights, identify strengths, and address areas for growth.

I believe that through our combined efforts, we can achieve meaningful results that will not only meet but exceed your expectations.

Your expertise and insights are invaluable to this process, and we look forward to the positive impact this assessment will have on your professional aspirations.

Thank you for entrusting us with this important task—we're excited to get started!

A handwritten signature in black ink, appearing to read 'Paulin', with a stylized, flowing script.

Dr. Paulin Kantue

## Contents

<b>Welcome.....</b>	<b>1</b>
<b>Contents.....</b>	<b>2</b>
<b>The Scope.....</b>	<b>3</b>
<b>Accuracy and Attention to Detail** .....</b>	<b>3</b>
Feedback Overview.....	3
Areas for Development.....	3
Task Definition and Verification.....	3
Suggested Module:.....	3
Learning Objectives.....	3
Review Target:.....	3
<b>Proactive Risk Identification.....</b>	<b>4</b>
Feedback Overview.....	4
Areas for Development.....	4
Risk Management.....	4
Suggested Module.....	4
Learning Objectives.....	4
Review Target.....	4
<b>Adherence to Industry Standards.....</b>	<b>4</b>
Feedback Overview.....	4
Areas for Development.....	5
Industry Standards and Best Practices.....	5
Suggested Module.....	5
Learning Objectives.....	5
Review Target.....	5
<b>Conclusion.....</b>	<b>5</b>



## The Scope

On the 13th of January 2024, we discussed and concluded your assessment. Below is the summary of the key areas we can start working on as part of Module 1 of the Technical Coaching for Technical Professionals coaching course.

## Accuracy and Attention to Detail\*\*

### Feedback Overview

The participant agrees that maintaining a high level of accuracy and attention to detail is critical in his work. He feels that this should be a priority, as it significantly impacts the quality and completeness of tasks. There is also an emphasis on how attention to detail enhances the presentation and substance of his work.

### Areas for Development

#### Task Definition and Verification

There is a need to further develop skills in defining a task's "Definition of Done" (DoD), as well as in verifying outcomes and managing input uncertainty.

#### Suggested Module:

Module 1

#### Learning Objectives

- Grow proficiency in task DoD definitions and verification.
- Learn to identify potential processes affecting each task.

#### Review Target:

Week 3



## Proactive Risk Identification

### Feedback Overview

The participant disagrees with the statement regarding proactivity in identifying risks in projects. He recognizes that his enthusiasm for new and exciting tasks sometimes diverts his attention from addressing potential risks during the project planning phase. He acknowledges the need to slow down and assess potential risks more thoroughly.

### Areas for Development

#### Risk Management

Developing a more methodical approach to risk identification and management is necessary to improve his project planning abilities.

#### Suggested Module

Module 1

#### Learning Objectives

- Learn effective risk management techniques.
- Create a mental map of the ARP4754 process for application in his work.

#### Review Target

Week 2

## Adherence to Industry Standards

### Feedback Overview

The participant agrees that he understands and adheres to industry standards, particularly with respect to Flight Control Standards concerning safety and certification. However, there is an opportunity to deepen his competence in specific areas of the Flight Control Laws (FCL) design and broaden his understanding of design criteria across various disciplines.



## Areas for Development

### Industry Standards and Best Practices

While the participant demonstrates strong adherence to applicable standards, growing his intuition for design criteria and better understanding of verification and validation (V&V) processes will improve his overall industry expertise.

### Suggested Module

Module 1

### Learning Objectives

- Develop competence in the entire FCL design process.
- Build intuition for design criteria and where to find relevant information.
- Expand understanding of the V&V processes across different disciplines.

### Review Target

Week 4

## Conclusion

The participant shows strong potential in maintaining high standards of accuracy and detail in his work. However, there are opportunities to enhance risk management skills and broaden understanding of industry standards, particularly in flight control law design and verification processes. Addressing these areas through the recommended modules will foster greater proficiency and adaptability in his role.