



SOYAconsulting

## **About a company SOYAconsulting**

SOYAconsulting is the Ukrainian company, expert in area of skilled consulting, investment consulting, legal services, coaching.

Our aim - to help companies to decide standing before them intricate problems. For this purpose we give to them the experience in the decision of analogical tasks, expert knowledge and front-rank technologies (own and from leading world developers).

As a result of our joint work with a client, he gets the prepared decisions inculcated to technology, useful changes et cetera.

In the total, we promote the cost of companies of the clients and help to labour for them high ambitious aims.

### **Principles of our work**

From the day of founding a company SOYAconsulting followed principle "Effectiveness and caring about interests of client".

Effectiveness means that for the client of expense on consulting services must be (desirably, repeatedly) recompensed. The criterion of effectiveness is a return from investments in organizational changes and in a personnel. SOYAconsulting is oriented on an achievement obvious and besides long-term result are appreciations of value of company of client.

Caring about interests of client is first of all sincere interest and respect in him, aspiration to understand his necessities. SOYAconsulting tries to give exactly that to every client, that is really required him. This principle is the basis of any partner relations.

Due to the following the principles, SOYAconsulting deserved an image company, giving services super.

One of rules of our company is mobility. And the consultants of SOYAconsulting work wherein it needs to the clients.

### **Our services**

#### **Management consulting**

- Testing of employees of firm
- Analysis of psychological compatibility of employees
- Analysis of professional competence of employees
- Creation of command
- Recruiting- search and selection of specialists

- Creation of command from the ground up
- Training

## Investment consulting

- Analysis of economic situation in industry
- the Financial ground of expediency of investments
- Registration of firm
- Creation of command from the ground up
- Search of apartment under storage, office, production
- Networking
- Custom services

## Legal services

- the Economic right
- the Criminal law
- the Pre-trial settlement of spores
- Presentation of interests in a court

## Coaching

- Individual consultations

Telephones:

(044) 232-20-18

(067) 467-54-09 Director Sergey Dmitrievich Obiednin

Address:

Company "SOYAconsulting", Tropinina str.,10, Kyiv, Ukraine, 04107

E - mail: [soya@soyaconsulting.ru](mailto:soya@soyaconsulting.ru) Skype: SOYAconsulting

[www.soyaconsulting.ru](http://www.soyaconsulting.ru)

## Coaching

I engage in the grant of services in coaching already 20 more than. For us, on space of the former USSR the concept of COACHING appeared quite recently. Before, and now, after advices, as better to build a career, domestic life, how to live in tune with by itself applied and call to the people at which pick-a-back solid vital experience. And I in distant youth appealed after advice to the man wise heavy life of war, Stalin camps and got an answer, on which I live and help to live to other people. It is a synthesis of psychology, philosophy, sociology, numerology, astrology and vital experience.

To coach people obtaining in this life of certain goals call usually, however here wish to attain yet greater heights. Apply, because wish to promote the own efficiency, quality of life, find the decision of some concrete tasks, or to obtain greater balance, that absolutely naturally for a modern man. And for these aims my knowledge and vital experience befit the best of all.

Undoubtedly, coaching is a not panacea. In case if a man does not wish to change something in the life, then coach how hardly will be able to help him. Coach, foremost, follows by interest of man, and if such is not present, coaching can not be. Coaching helps those, who wishes and ready to the positive changes in the life. It is effective for those, who is ready to undertake some actions for the achievement of the aim. And coaching is really effective here. Four basic stages of coaching : forming of aim, verification of reality, thinking over of ways of achievement and, directly, achievement (he is named the stage of will).

Coaching is classified on an application domain: business-coaching, quarry coaching, life-coaching, and also coaching of own efficiency. Quarry coaching name as a quarry advising which plugs in itself the estimation of competenses, professional possibilities, choice of way of further development, realization of consultations on planning of career, accompaniment in looking for a job and etc . Business-coaching is oriented to organization of search of the most effective ways on the achievement of aims of company. Work is thus conducted with the commands of employees and separate leaders of company. Life-coaching is base on individual going near a man work of which is aimed at the improvement of his life in all areas (mutual relations, self-appraisal, health). Also coaching is classified on participants: individual coaching group (corporate) coaching. On a format - internal ( personal coaching) and extra-mural (telephone coaching, internet-coaching) types of coaching.

**Coach Obiednin Sergey Dmitrievich**

olegunas@bigmir.net On providing of consultative services in form coaching

We, \_\_\_\_\_, in future Client,

and \_\_\_\_\_, in future Performer, was conclude a treaty on the following: this agreement goes into effect with " \_\_\_\_ " \_\_\_\_\_ 200\_\_ and proceeds during 3 (three) conditional months. Under a conditional month here and below to the end of document a term is implied in 4 weeks.

Given services:

A performer gives to Client of favour of coaching, in accordance with determination of International Federation Coaches (see Application). Coaching is not psychotherapy, advising. An agreement on coaching behaves to the concrete personal projects, to the achievement of success in business, or to the general conditions of life of client and his professional self-realization. Other services of Performer include: clarification of aims, "cerebral assault", determination of plans of action, deep study of different ways of vital functions, task of focusing questions, grant of appropriate information, and also handling requests, homeworks, strengthening a client and his step-up his efficiency.

Forms of realization of coaching (internal, by phone, over the internet or combined) set jointly with Client concretely for every session.

Forms and order of payment :

Paying for the first session makes \_\_\_\_\_

Sum of payment for the first three months is set, coming from a calculation

\_\_\_\_\_ in a conditional month.

Payment is brought in at the beginning of every conditional month.

Upon completion of the first three conditional months of work of coaching passes to monthly basis. Sums and order of further work make a reservation an additional agreement.

Duties of parties :

A performer is obligated to conduct work in accordance with standards and ethic norms of International Federation Coaches (see Appendix). In particular, Performer is obligated to save strict confidentiality in regard to all information, which is given by Client. During all working relations Performer will be engaged in the direct personal conversations (sessions) with Client. A client can depend upon honesty of Performer and absence for Performer of extraneous "back intentions" at the task of questions and expression of requests.

A client understands that he bears responsibility for the results, that efficiency hired and co-operating with Performer can be provided with only it, and Client agrees with it.

If a client considers that coaching does not perform the duty in his life, he has a right and possibility to report about it to Performer and to labour for bringing of some changes, to return efficiency to this co-operation and work.

If Client or Performer on some reasons find impossible realization of further joint work, they are right before the appointed time to complete the action of this agreement no less, warning other side no less, what for 7 days. At pre-schedule dissolution of agreement the remain of sum returns Client for the not conducted sessions. Money paid for the conducted sessions does not return.

Signatures under this agreement mean that both sides read all foregoing information, and fully agree with its.

Essential elements and signatures of parties:

Client:

Performer:

Passport:

Passport:

Address:

Address:

Telephone:

Telephone:

e - mail:

e - mail:

Signature:

Signature:

## APPLICATION

### **Standards and determination of coaching, in accordance with to International Federation of Coaches**

Philosophy of coaching in accordance with IFC

International Federation of Coaches puts in basis coaching respect to the personal and professional experience of client, and convinced of that, that every client is creative, scalene and integral personality. On this basis, in the duties of coach included:

- To expose, make clear and adhere to those aims which a client wishes to attain.
- To stimulate the independent opening of client.
- To expose the decisions and strategies worked out by a client.
- To save accountability and responsibility after a client.

Determination of coaching

Professional coaching is the process of providing of professional services helping clients to labour for high-quality new results in the personal and professional life. The process of coaching allows to the clients to deepen the cognitions, to improve efficiency and improve quality life.

On each of meeting a client chooses the aim of conversation, while coach listens and endows in form supervisions and questions. Such co-operation makes clear a situation and induces a client to the action.

Coaching accelerates the process of advancement of client to his aim, helping to be concentrated him on the desired result and opening more wide choice of alternatives. In coaching basic attention focus on the real situation of client and volume, what actions he is ready to undertake, to attain the desired state of affairs. Coach-members IFC acknowledge that the arrived at results are the fruit of intentions, decisions and actions of client, supported by efforts of coach and application of process of coaching.

Etiquette IFC

Generals

- I am obligated to operate so that it beneficially affected coaching as professions, and to restrain from any acts impedimental to the public understanding and adoption of coaching as to the profession.
- I am obligated to execute all contractual obligations. I am obligated clearly to draw all points agreement with clients, pluggings in itself questions of confidentiality, to the intermediate accounting of and other
- I am obligated to acknowledge labour and personal deposit of other people
- At development of own materials I am obligated to respect copyrights other and not to present them as it.



- I am obligated to use personal information about members IFC ( E - mail, numbers of telephones et cetera) exceptionally in forms and scopes of the plenary powers set IFC.

#### Customer relationships

- I am obligated clearly to determine the level of competence as coach and not to exaggerate the qualification, experience and knowledge in eyes other.
- At signing of agreement on providing of services of coaching I am obligated to make sure in that a client understands, as will pass the process of coaching, and also conditions of the agreement.
- I am obligated intentionally not to enter in an error and not to do scienter false statements in relation to that my client will be able to get from the process of coaching and from me as from coach.
- I am obligated not to give to the clients or potential clients scienter false or lying out of sphere of my competence of advices or information.
- I am obligated to heed after that, whether there is of my coaching use to the client, and at the offensive of that moment, when my help he no longer needs, and it would be necessary him to go across to other coach or take advantage of other methodology, to advise him to undertake these steps.

#### Questions of confidentiality

- I am obligated to respect confidentiality of information about a client, except for especially specified by a client or the cases set by a legislation.
- I am obligated to get permission from each of clients before that, how to mention them as my clients or use them as an example.
- I am obligated to get permission of client before to give some to information about him to the person paying my services of coach (if this other person),

#### Conflicts of interests

- I am obligated to avoid conflicts between my interests and interests of my clients.
- In the cases when there is potential possibility of origin of conflict of interests, I am obligated in good time to discuss with a client reasons of possible conflict and to attain an agreement about that, how to settle him, doing it in most comfortable to the client to the form.
- I am obligated in good time to inform the client about all rewards, which I can get from the third parties for recommendations, data to this client, or fact of his address to me.

#### Moral Obligations

As professional coach, I acknowledge the moral responsibility before clients, colleagues and society on the whole and I am obligated to observe her. I promise to observe Etiquette IFC, deserve to apply with all people, as with equal in rights and free personalities, and to follow these norms in socializing with the clients. At violation by me these Moral Obligations or any of points of Etiquette IFC, I acknowledge a complete right IFC to call me to the account after committed acts.