



# Coaching Change: The Axes of change (Meta-Coaching)

*L. Michael Hall*

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In 2003 Meta-Coaching introduced to the field of Coaching the only generative change model--The Axes of Change Model. Every other change model in the field of coaching came from change models in the field of therapy. This was the first and only non-therapy model based on how expert coaches actually facilitate change in self-actualizing clients.

Coaching is all about change and a coach is therefore a change agent. Coaches focus on the process of maximizing a client's resources in service of one's outcomes and unleashing the person's potentials. This is what puts change at the heart of coaching. As a transformative process, coaching takes a person to higher levels of performance and success. In the beginning, the field of coaching focused mainly on performance, but meta-coaching takes this to a higher level--to developmental and even transformational coaching.

How does change work? What are the actual mechanisms of change for a psychologically healthy person? Therapeutic change has for more than a century identified the principles and mechanisms of remedial change. But what about the generative change of coaching? What about the kind of change that people want who are ready to invent changes that takes them to their next level of development? *Coaching Change* answers these questions while simultaneously presenting the first and only non-therapy based change model in the field of coaching.

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