

INTEGRATING COACHING INTO YOUR LEADERSHIP PRACTICE -
 PART 1

Overview

- Coaching is more than motivating & supporting. . .it's an advanced way of relating . . .*practical help at precisely the right time*. . .structured model. . .helps others be their best & gives you a *leadership edge*.
- Studies show that coaching facilitates collaboration, creativity, innovation, action & *results*.
- Characteristics of *successful coaches*: seek self-knowledge, passion about learning & results, see possibilities, use meaningful language, access intuition & imagination, challenge others without making them feel criticized

Coaching Opportunities

- When there is a need for a *new skill or competency*
- When *performance* is not satisfactory
- When there is an interruption in a person's ability to *fulfill a commitment*

Coaching Model

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| <ul style="list-style-type: none"> ▪ Assess Strengths & Focus ▪ Create Insight & Awareness ▪ Determine Intended Outcomes | <ul style="list-style-type: none"> ▪ Identify Action To Bridge the Gap ▪ Reflect ▪ Recognize Progress |
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--Your *intention* determines the fingerprint you leave --

Coaching Skill - Listening

- | Listen For <i>Frame of Reference</i> | Listen For <i>Context</i> |
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| <ul style="list-style-type: none"> • Mindset • Coachability • Learning Style • Major Concern | <ul style="list-style-type: none"> • What is said • What is not said • What is inconsistent • What is repeated |

Effectiveness - Coaching Questions

- What are you noticing about how your coachee is reaching his goals?
- How is the coachee growing & evolving?
- What are you learning about yourself as a coach?
- What's the leadership edge coaching produces for you?

Leaders need to balance learning - which by definition means becoming vulnerable - with managing their image as leaders. One good way to do this is to work with an executive coach, a relationship in which it is safe to explore ... and to talk more freely than they may have done with anyone, ever, about their dreams and business challenges. Daniel Goleman