

Coaching Leaders

Wider



(Coaching Leaders builds on the *Coaching Individuals* that has occurred before, therefore, we do not repeat information regarding personality inventories, strengths finder etc., which would likely have been completed)

The Coaching Process:

Plan

START



Rapport

Obstacles

Objectives

Listen – Explore – Raise Awareness – Make Choices

There are many objectives for coaching: To formulate goals and purposes, to strategize lifelong dreams, to clear up communication, to solve problems, to gain perspective, to have a safe place (especially for leaders), to move beyond old behavior patterns, to find a new direction, to grow, to implement change or new technology.

For successful outcomes it is best when the objectives are clear, quantifiable, and actionable.

»Always give people more than they expect to get«

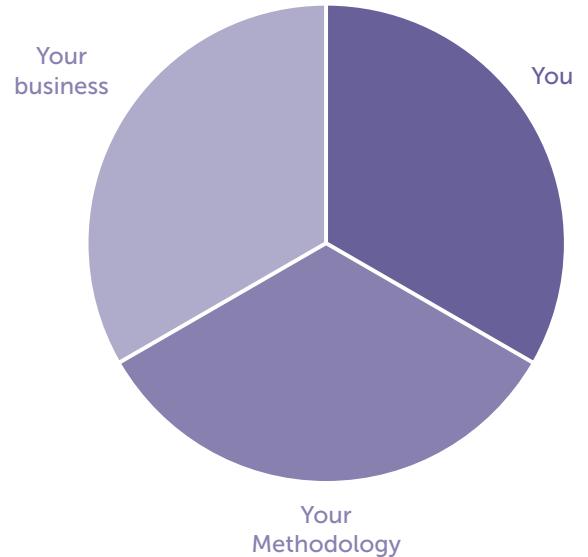
Nelson Boswell

DEVELOPS RAPPORT

Coaches develop a close and harmonious relationship with the coachee through concern and seeking to understand the feelings and ideas communicated.

❖ Develop an insight into the coachee and their sphere of influence.

- You
 - Tell me about your career path
 - As a leader, how are you investing your time?
 - What unique skills do you bring to the table?
- Your business
 - What does your business do?
 - Who is your customer?
 - Who is your market?
- Your Methodology
 - What are your processes?
 - What about the use of technology in your business?
 - Tell me about the processes and technology among your competitors?



❖ Values and philosophy of business

- Identify 5 values that you currently live by (not that you would like to, but that are actively a part of your life). Such as: hard-work, honesty, integrity, intelligence, gratitude, responsibility, accountability, loyalty, self-awareness, vision, assertiveness, personal happiness, ability to communicate, appreciation, empathy, networking, organization, reliability, attention to detail, results orientated, organization, wisdom, leisure, power, spirituality, health, creativity, challenge, change, autonomy, team, achievement, adventure...

»You can succeed best and quickest by helping others to succeed.«
Napoleon Hill

1.
2.
3.
4.
5.

EXPLORES OBJECTIVES

Leaders often have a sense of where they would like to grow. Through dialogue between the coach and coachee, explore areas of potential growth, the market, and opportunities.

❖ Call

- What are you passionate about? What do you hear other people doing that gets you excited?
- What are your talents, gifts, strengths?
- Where do you see opportunities?

❖ S.W.O.T. Analysis is a simple but effective way to brainstorm and work through current market conditions and help illuminate context.

- Talking through individuals' skills, capabilities, talents, and opportunities.
- Team analysis
- Is the way the coachee sees themselves consistent with the way others would see them?

Strengths:	Weaknesses:
Opportunities:	Threats:

OBSTACLES

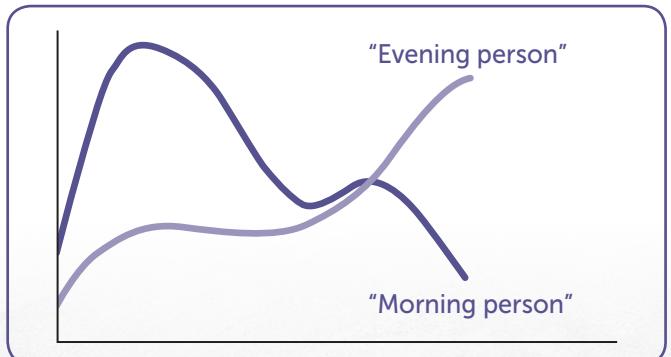
- ❖ Managing the quality and use of your time.
 - *Fracture time* – work time that is constantly interrupted though necessary, but routine tasks.
 - *Deep thinking* – this is larger chunks of 4-5 hours' time slots, which are needed to produce creativity, problem solving, and envisioning.
 - Are you able to schedule your day to create opportunities for *Deep thinking*?

What do you do in your “Fractured time?”

- Make calls
- Visits & appointments
- Respond to emails and events
- ...

❖ Energy Cycle:

- When do you do your best work?
- What is your critical work?
- What work requires all your effort and when is this scheduled?
- When are you scheduling appointments and key tasks?
- Managing *Fractured time*.
- Managing *Deep thinking* – time for creativity and problem solving.



❖ List 5 fears:

Everyone has fears: fear of failure, fear of not providing, fear of health problems, fear of losing relationships, fear of rejection, fear of shame, fear of ... if hidden, these can be debilitating.

1.
2.
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❖ Healthy boundaries – leaders know how to create healthy boundaries that reflect their values and commitments. These are the things that build integrity.

PLAN

We all need an effective problem solving strategy: a simply understood process that is incorporated into our way of thinking and responding.

❖ S.O.L.V.E.

Situation Analyse the situation and define the problem. Be clear about defining the essence of the problem.

Options Learn to brainstorm options and think about all the possible options before discounting any. This allows creative people to think outside of the box. No option is a bad one until they are all listed. Avoid Group Think (the smart one in the room dominates the thought process and conclusions). Even doing nothing is a choice.

Locate Evaluate all options and the consequences of engaging each option. Choose the best option.

Venture Venture by implementing the decided option. For complex processes, we must understand implementation strategy and how to effectively implement change.

Evaluate After some time, evaluate the decision. Did implementation correct the problem? Are there unwanted side effects? Evaluate decision making processes, implementation and assessments.



ACCOUNTABILITY

When we meet again, what are we expecting? Monitoring or reviewing is an essential part of bringing sustained change to live and perform at higher levels. Success is in most cases measurable and leaders are motivated for continued and sustained efforts.

- What happened because you implemented your choices?
- What are the next steps?
- What are we planning to do in the next month? Is this measurable?
- Do you need help to make this progress?
- What are the key areas that we will be discussing at our next discussion?

