Leader as Coach: Moving Your Team to Winning Results

What are the characteristics of your Best Coach?

Today’s Outcomes
- Explore how to transform from a manager to a coach
- Discover the top 3 skills to be an effective coach
- Learn the 6 master steps of a coaching conversation

Why Coach?
Successful Leadership Coaching improves the bottom line
- Institute for Corporate Productivity

Coaching team saves managers time by developing others to be resourceful
- Harvard Business Review

Why Coach?
An alarming 70% of American Employees lack engagement
52% not engaged
18% actively disengaged
- Gallup Business Journal

High performers leave managers not organization
- Gallup Organization

Why Coach?
Components of a Successful Coaching Culture – October 2014 Research
- Human Capital Institute & International Coach Federation: Building a Coaching Culture

Qualitative approach to performance management vs. Quantitative Annual Performance Review
- Society of Human Resource Management
Why Coach?

“Developing Others

“The greatest good you can do another is not just share your riches, but reveal to him his own.”

- Benjamin Franklin

Definition of Coaching

Coaching is a developmental process designed to help individuals and teams achieve and sustain top performance in support of the organization’s goals.

Leadership Styles are Changing

The “Old Style” is not working

What are the top skills needed to be a great coach?

What insights did you have from the assessment?
Coaching Skills
- Smart Questions
- Listening with Respect
- Straight Talk

Coaching Presence
- Self Management
- Be Curious
- Nonjudgmental
- Suspend Assumptions
- Trust Intuition

Lesson 1: People are the Same

Lesson 2: People are Different

6 Step Coaching Conversation
- It’s All About THEM

Step 1: Know Them
- Vision
- Goals
- Motivators
- Learning & Behavior Style
- Success Strategies
- Limiting Patterns
Step 2: Engage Them
Self-Management
Build Rapport
Celebrate & Anchor Successes
Accountability

Step 3: Focus Them
Get Clarity of Outcome
Organizational Goals
Keep Focused

Step 4: Inspire Them
Influence
Family
Travel
Real Reason?
The “WHY” to achieve their outcome

My Real Reason

Step 5: Grow Them
Close the Gap – The “Art”
Utilize Coaching Skills
Get Leverage
Watch for The SHIFT

Step 6: Move Them
Commitments
Pre-Frame Success
Biggest Takeaway
The Coaching Conversation

Know them
Engage them
Focus them
Inspire them
Grow them
Move them

Reflection...

Action Plan

How can I best utilize this information for my own development as a Leader Coach?
To improve the performance of others?

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Biggest Takeaway?
THANK YOU!
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Share an experience!

Dean’s Topics

Be People Smart – lead diverse teams to boost productivity
Continuity of Expertise – identify issues and solutions through collaboration and shared knowledge
Increase Influence – discover 8 leadership attributes based on 1000 coaching sessions
Jump Start Your Sales – understand how to sell to people in the way they want to buy
Leader as Coach – learn a coaching approach to performance management
Master the Zone – discover how to rise to the top of your game – and stay there
Sales Slumps to Sales Success – learn 4 steps to overcoming your Momentum Killers

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