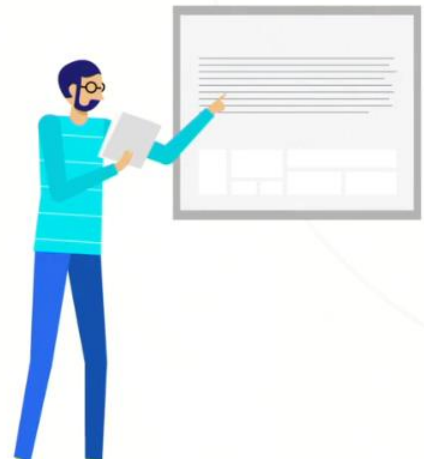


1. COACHING FUNDAMENTALS

Coaching basics

Training

Helping employees acquire the skills needed to perform their jobs



Mentoring

High-level support and advice based on previous experience



Coaching

- Make other people more successful
- Help identify and eliminate roadblocks
- Guide to full potential
- Prepare for success at next level



Performance Improvement

Helping employees become more effective in their current roles



Performance Development

Helping employees prepare for the future



Components of Coaching for Leaders

1. Short term and long term
2. A relationship, not an event

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- 1.** Short term and long term
- 2.** A relationship, not an event
- 3.** Formal or informal
- 4.** Doesn't provide all the answers



Benefits for Employees

- Growth of skills
- Feeling respected
- Higher motivation
- Job satisfaction



Benefits for Coaches

- Take a collaborative approach
- Emphasis on relationships
- Increased accountability
- Greater creativity



Benefits for Coaches

- Rewarding work
- Elevated career potential



Benefits for the Organization

- Higher productivity
 - Greater employee engagement
 - Increased retention
 - Increased performance
-



Common Coaching Challenges

1. Not enough time

Coach those who show an interest in developing.



Common Coaching Challenges

2. Lack of formal training



Common Coaching Challenges

3. Distraction from competing roles

The employee needs to feel that you are focused, interested, and invested.



Common Coaching Challenges

4. Resistance from difficult employees

Coaching Difficult Employees

- Maintain a positive mindset
 - Try to suspend judgement
 - Give the benefit of the doubt
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