

How to Make'em Read Books

Coaching from a Line Manager's Point of View

- 1. Intro**
- 2. Role Model**
- 3. Coaching**
- 4. Books**
- 5. Open Season**

Who am I ?

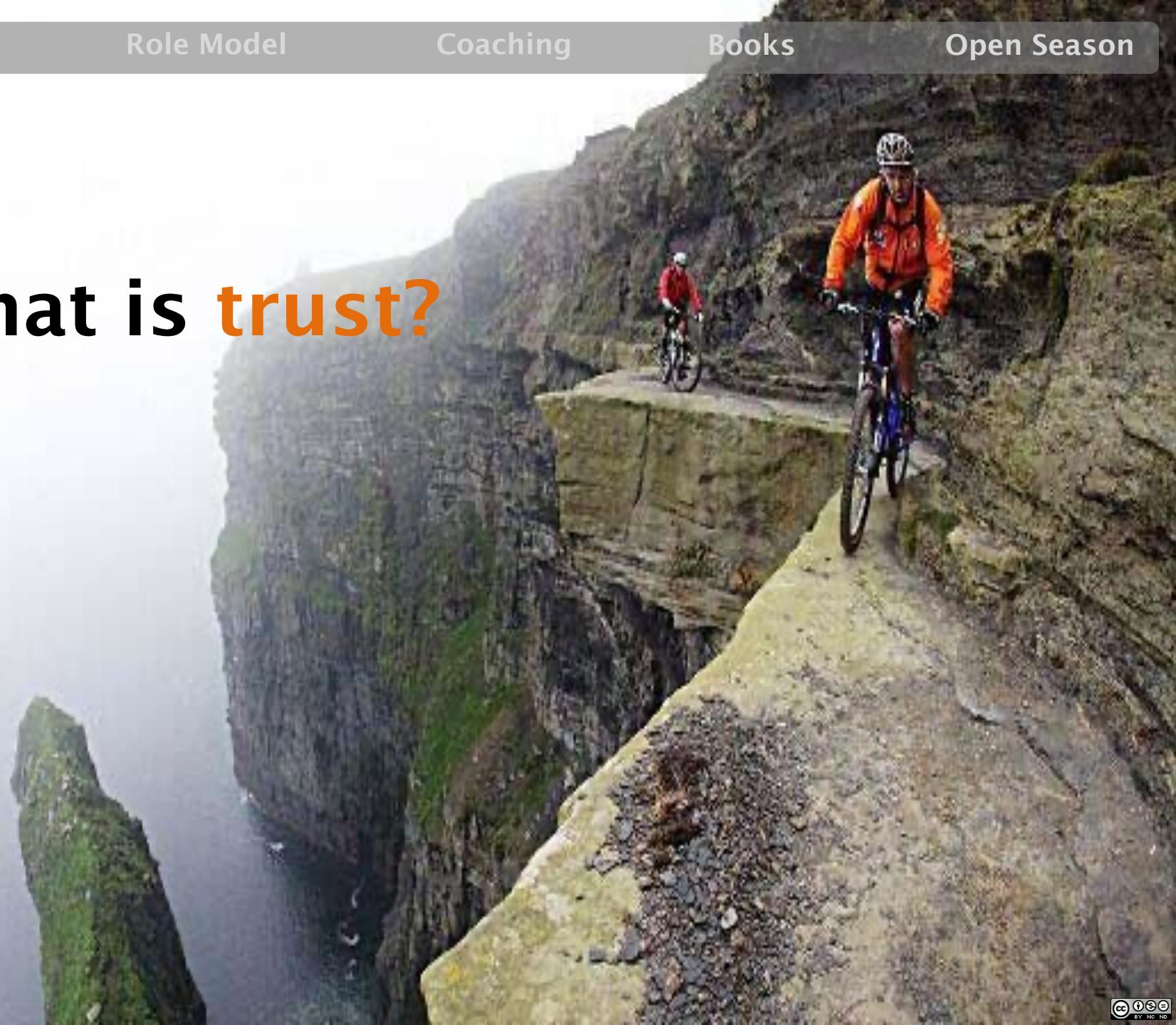
Ilari Henrik Aegerter Line Manager @eBay



Trust



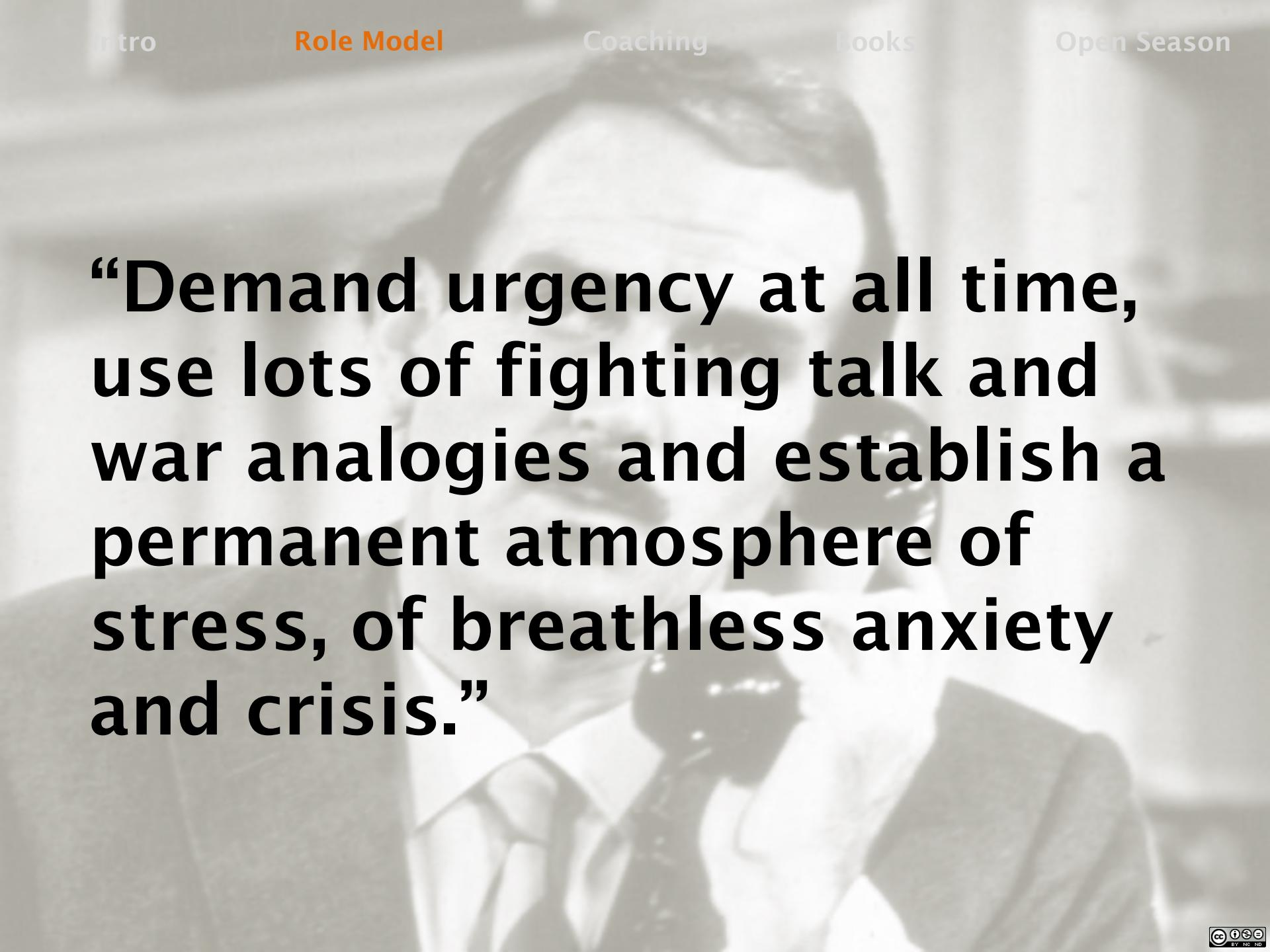
What is trust?



1. Intro
2. Role Model
3. Coaching
4. Books
5. Open Season

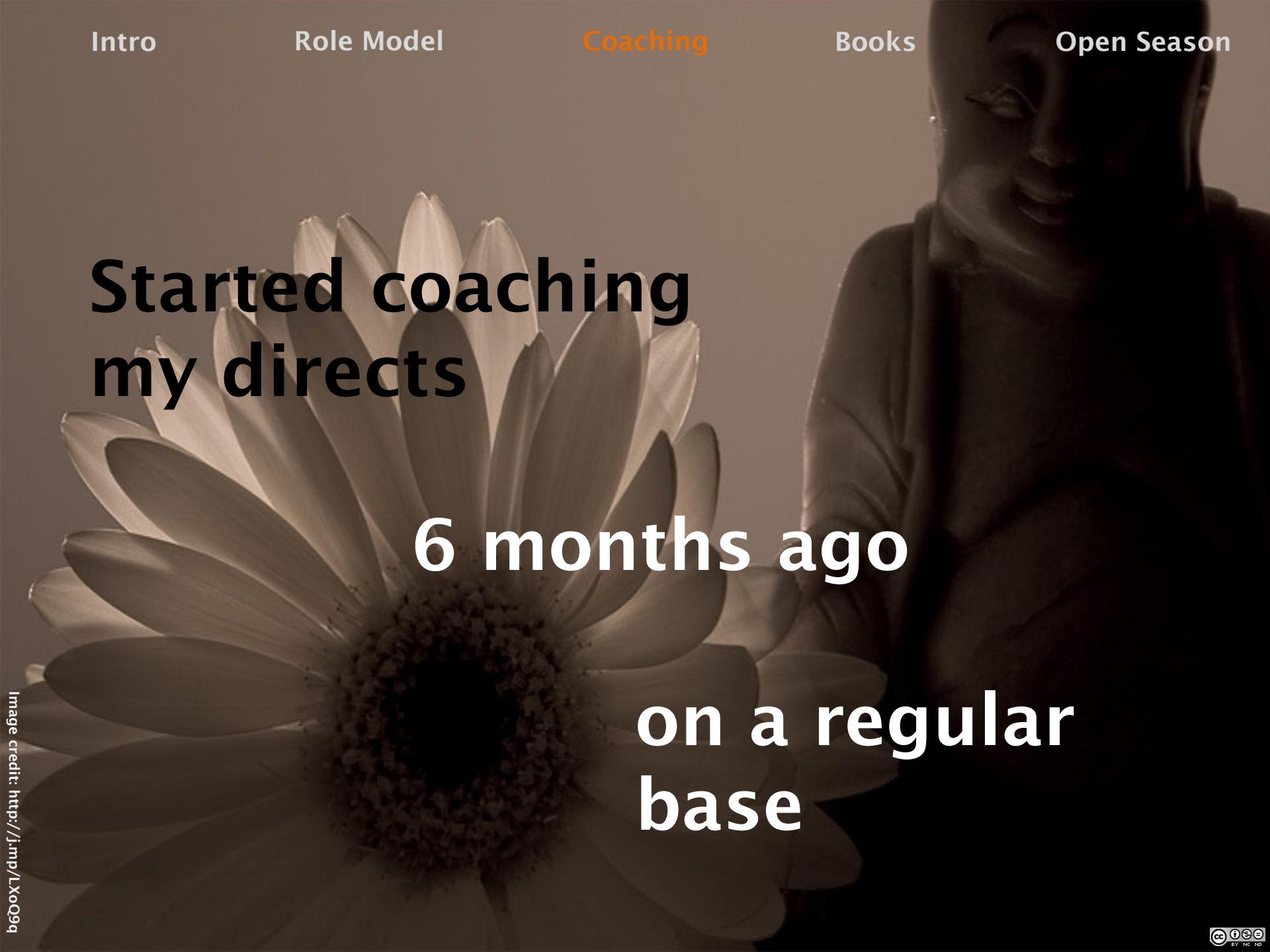
A close-up photograph of a man with dark hair, wearing a dark suit jacket, a white shirt, and a patterned tie. He is holding a black telephone receiver to his ear with his left hand. The background is slightly blurred.

Listen to what
John Cleese has
to say on the
topic



“Demand urgency at all time, use lots of fighting talk and war analogies and establish a permanent atmosphere of stress, of breathless anxiety and crisis.”

1. Intro
2. Role Model
3. **Coaching**
4. Books
5. Open Season



Started coaching
my directs

6 months ago

on a regular
base

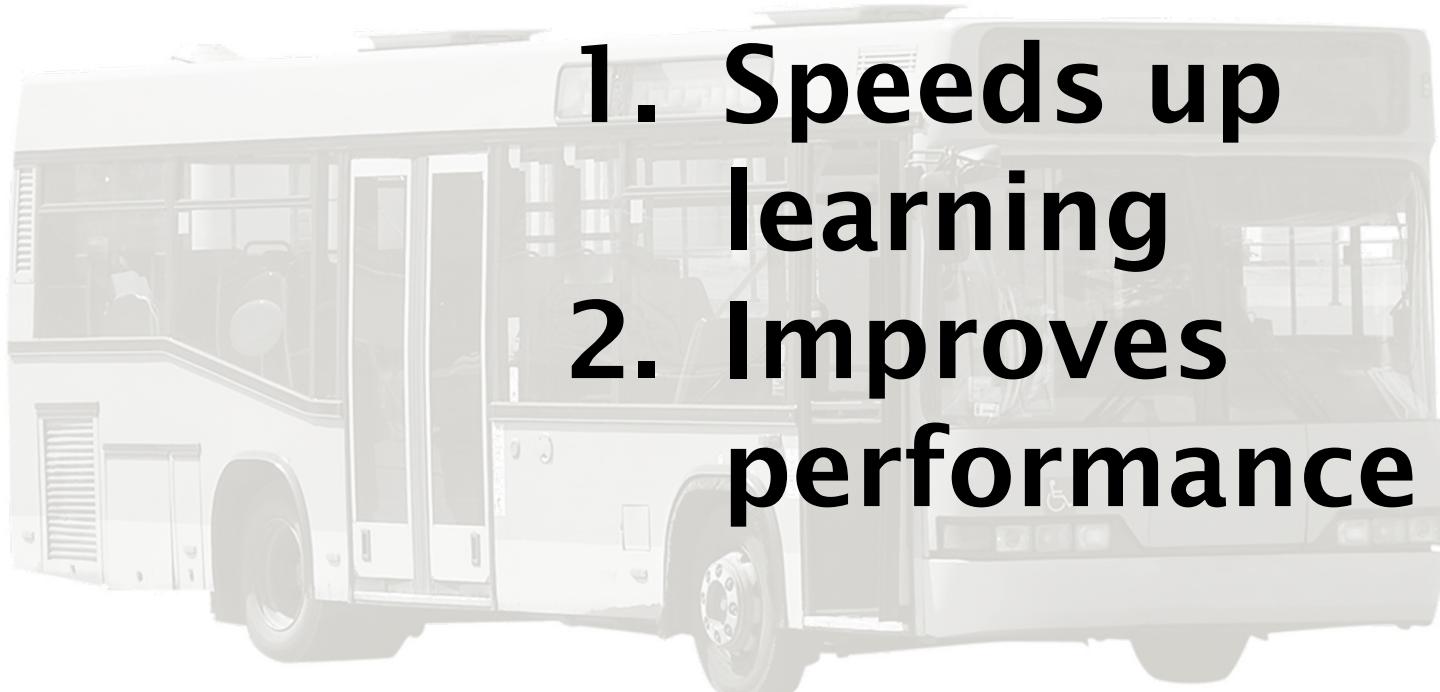
So...I am still
kind of a **rookie**
in that area

And...here are my thoughts and experiences with it

Why coach people?



Why coach people?

- 
- 1. Speeds up learning**
 - 2. Improves performance**

Why coach people?

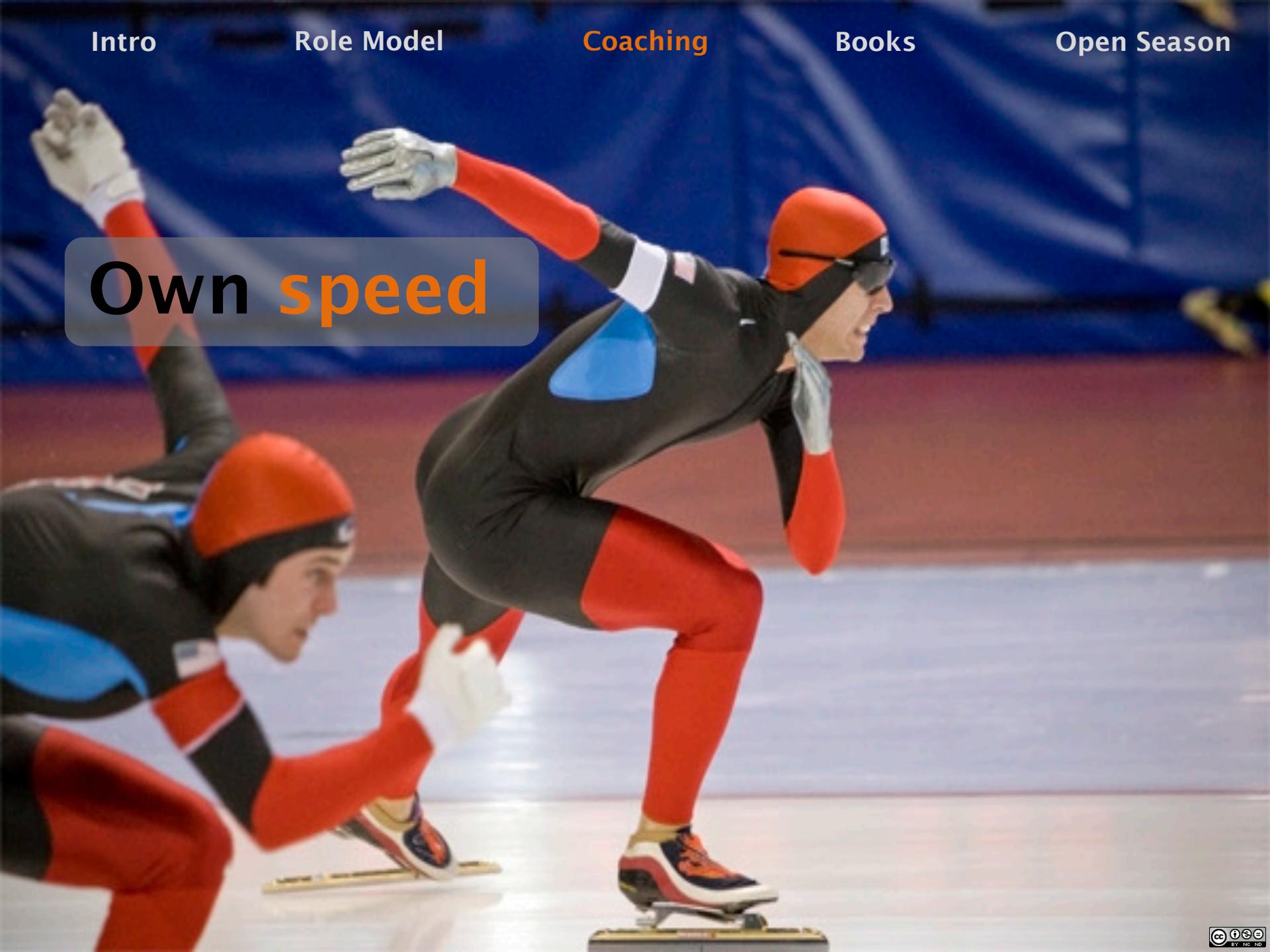
- 
- 1. Speeds up learning**
 - 2. Improves performance**



**Unfortunately
Reading != Learning**

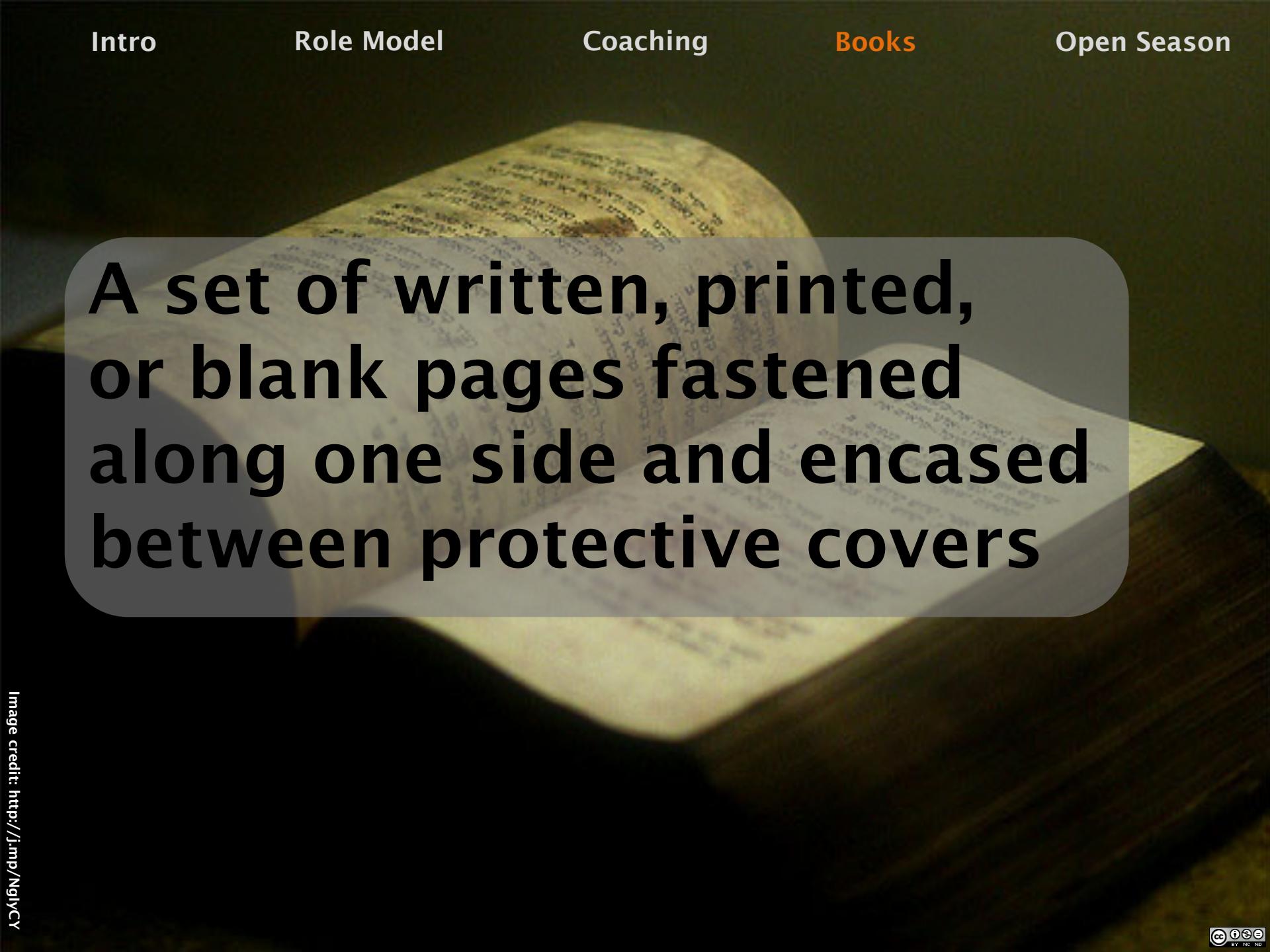


Coach regularly
(e.g. once a week)

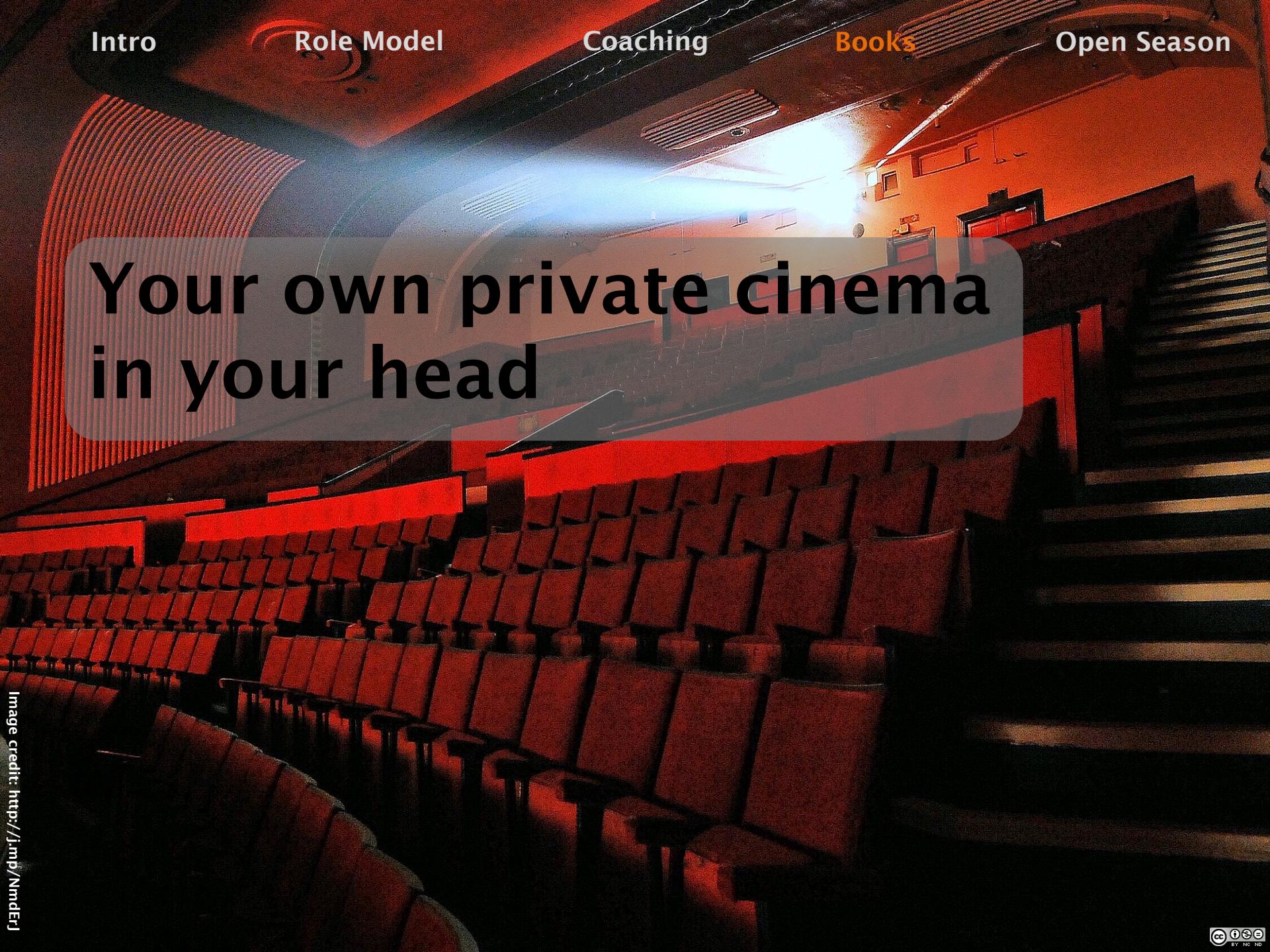
A dynamic photograph of two speed skaters in mid-stride on an ice rink. The skater in the foreground is leaning forward in a crouched position, wearing a black, red, and white suit with a blue shoulder patch. The skater behind him is also in a crouched position, wearing a similar colored suit. Both skaters are wearing orange caps and goggles. The background shows the blue walls and seating of an indoor arena.

Own speed

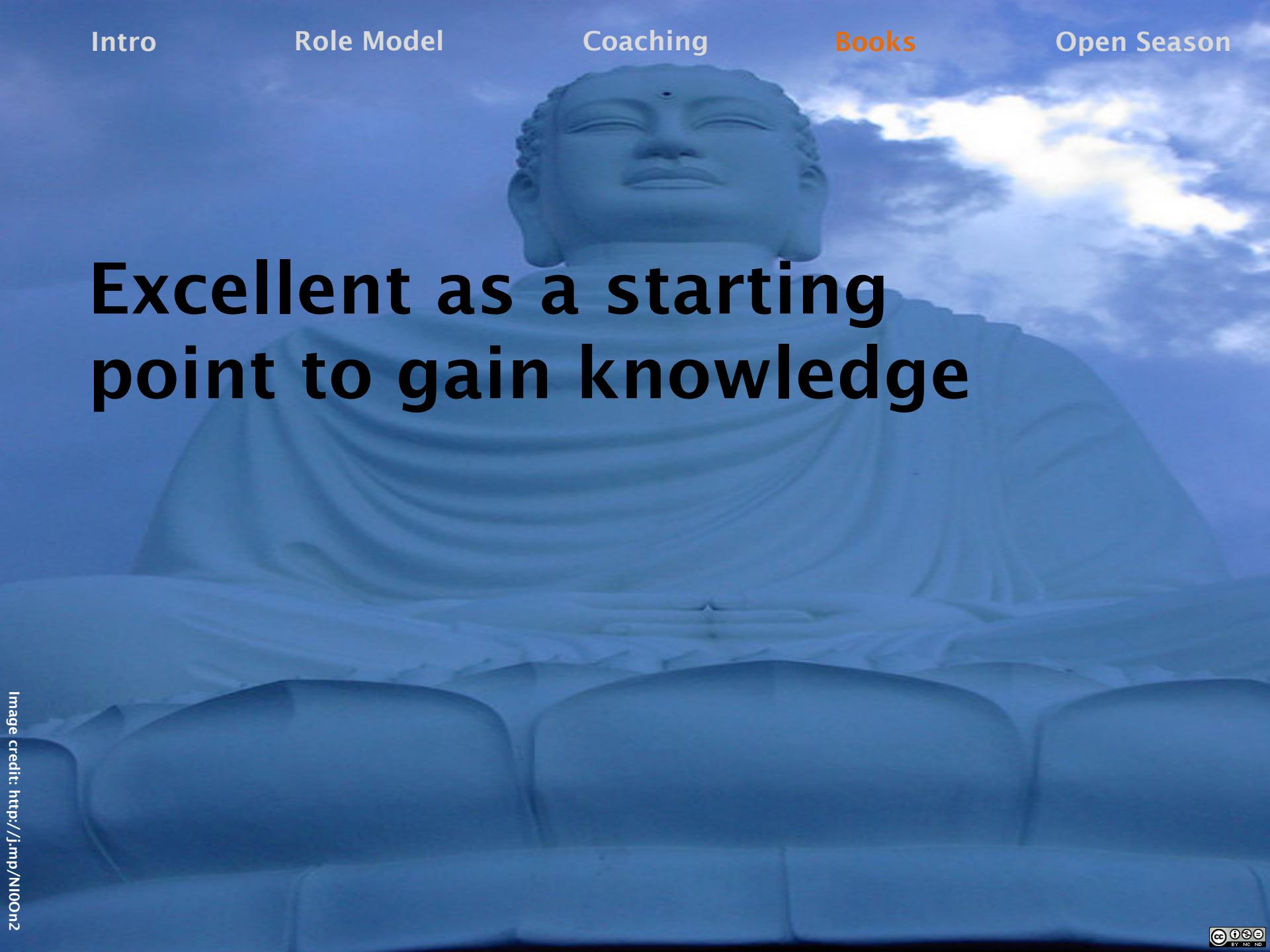
1. Intro
2. Role Model
3. Coaching
4. Books
5. Open Season

A close-up, low-angle shot of an open book. The pages are aged and yellowed, with visible text and markings. The binding is visible in the center crease. The book is set against a dark, out-of-focus background.

A set of written, printed,
or blank pages fastened
along one side and encased
between protective covers



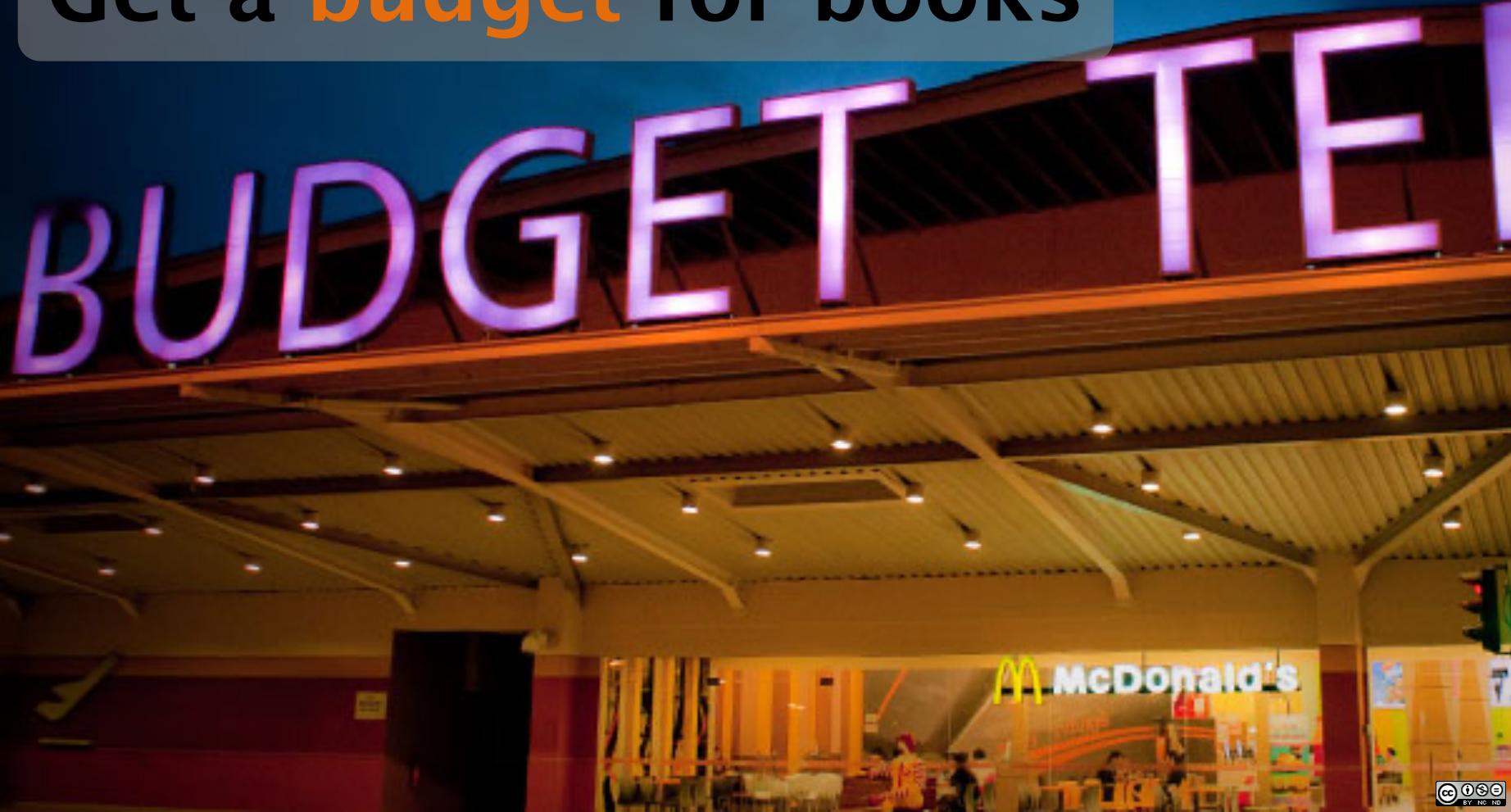
Your own private cinema
in your head

A large, serene statue of a seated Buddha against a backdrop of blue sky and clouds.

Excellent as a starting point to gain knowledge

- > Selecting
- > Reading
- > Thinking
- > Learning
- > Understanding
- > Applying

Get a **budget** for books





They are theirs to keep

Store **your own** testing books in your office

Constantly talk about what you are currently reading

1. Intro
2. Role Model
3. Coaching
4. Books
5. Importance
6. Open Season



Blog: www.ilari.com
Twitter & Skype: ilarihenrik