

# Coaching & Mentorship



# As a Manager I want to coach my Team..

...so that the Team is  
efficient and performs well\*

\*

The Team is motivated by internal competition, there is a strict discipline, work is being done as planned, no risk of leadership loss or any severe structural changes. Manager's authority is rigid



**Regular 1:1 meetings are the  
touchpoints where you can  
interact  
members**

**with team**



**Use How can I help you?  
model.**

**Repeat it everytime you  
want to foster your Team  
member's initiative.**



**Don't act. Inspire.**

**Being a good Manager  
means leveraging your  
Team's performance, and  
not doing their job instead.**



**Success  
admitting**

**starts  
failure,**

**from  
your**

**Team must recognise weak  
points. But they must not  
be punished.**



**Once the Team passes Storming and Norming phases and starts to perform, Manager's role slightly shifts to keeping the stability in organisation. The following techniques may be used here:**

- Reflective Questioning
- Preemptive Influence Elimination
- Intellectual Mirroring

