

Employing a coaching approach

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THE PARTNERSHIP

Agenda



Reconnect



Case Study – Chris



Introduction to Coaching



Reflections and fieldwork



Regular breaks to refresh –
approx. hourly



Case study template

1. What did you plan to do? What outcomes did you expect?
2. What did you do and what happened?
3. What did you learn from this? What assumptions may have been revealed?

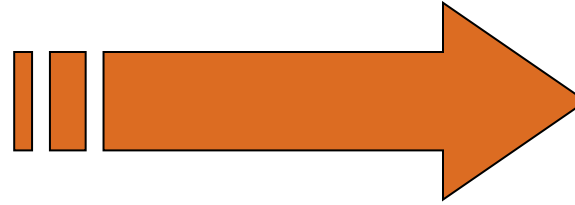
Where are we in the program?

1. Self Management and regulation
2. Leading adaptive change
3. Employing a coaching approach in your management
4. Delegation, managing up & conversations of accountability
5. Developing your team
6. Crystalizing your learning and next steps

A shift: traditional mgt to coaching

FROM

TO



- Managing for results
- Controlling
- Fear of mistakes
- Upgrading weaknesses
- Providing answers
- Feedback around errors

- Liberating potential
- Empowering and monitoring
- Experimenting
- Developing strengths
- Collaborating with questions
- Encouraging effort and growth

Introduction to Coaching

Most basic model

Raising awareness

and

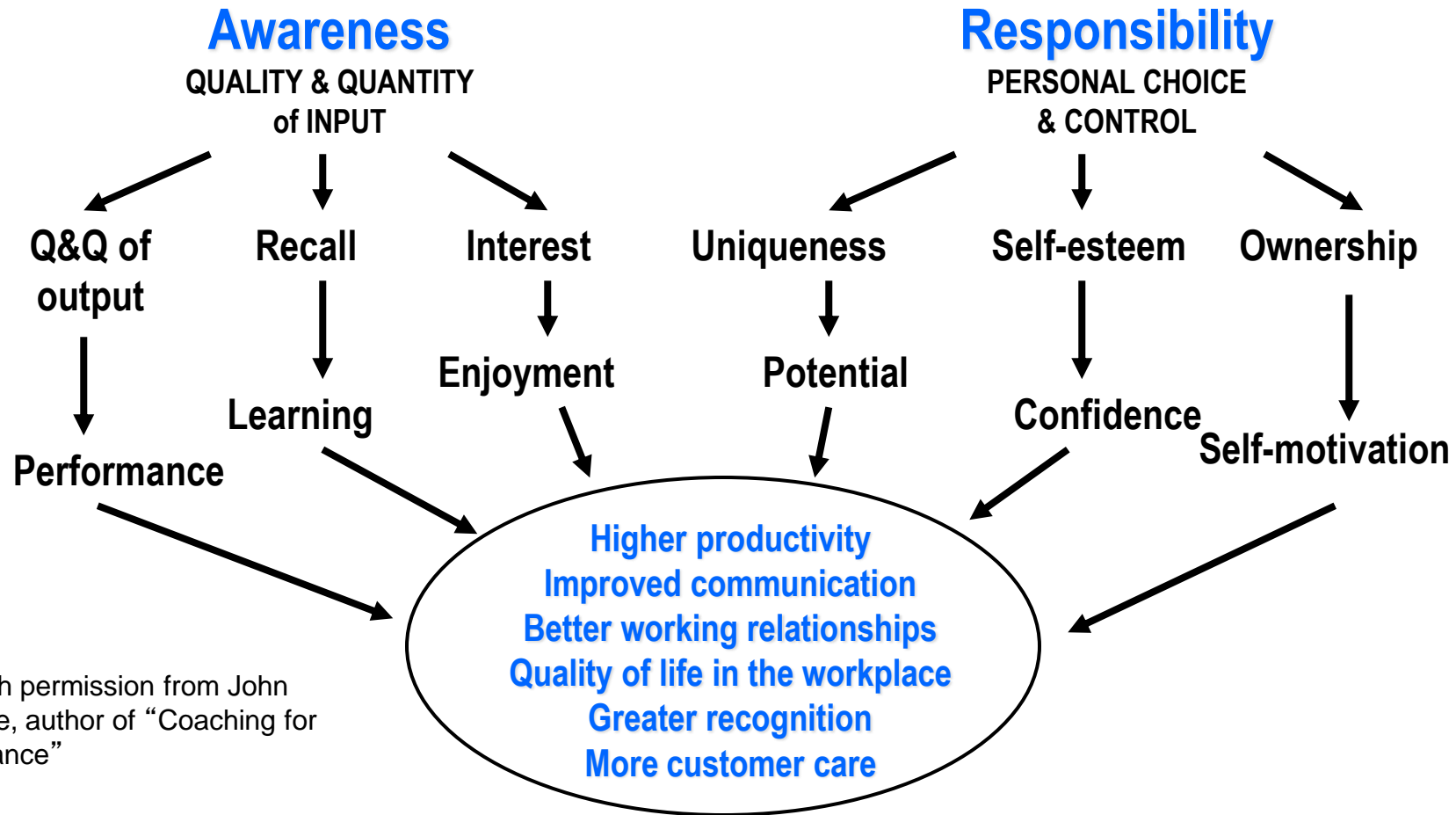
A sense of responsibility for doing things differently.

Fundamental skills

1. Listening
2. Asking questions



Management by Coaching generates



Used with permission from John Whitmore, author of "Coaching for Performance"

The Power of Listening

