



Coaching for Success: A Practical Guide

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Business Coaching Today's managers work in a highly competitive business environment. If organizations are to survive, and outperform their rivals, they must be able to react to change--quickly and effectively. This need to implement change has been the catalyst which has encouraged modern businesses to embrace coaching. Any chief executive knows that a company's most important asset is its people. People bring about change, people innovate and adapt, and people form the interface between the business and its customers. Coaching enables organizations to nurture and encourage their staff, and ensures that all employees reach their full potentials. If everyone operates at a personal optimum, it's good news for the business, the coaches, and the staff. Successful Coaching Relationships Every successful organization relies on an effective work force. As a coach, you are in a perfect position to influence your staff members and their performance. You have the key to their success in your hands. By coaching every staff member to fulfill his or her individual potential, you can ensure that all staff make valuable contributions toward the company's objectives. And that's why your role as a coach is so vital. Coaching will provide you with many challenges and rewards. You will develop a unique coaching relationship every time you work with a "coachee", the person you are coaching, and it is your responsibility to make it a successful one. You will find that developing successful coaching relationships is one of the most satisfying aspects of your work. In this course, you will learn how to develop these successful relationships. The Key Stages of Coaching Coaching has many uses in organizations, but the sequence of coaching activities is similar in all of them. To achieve successful coaching outcomes, you must plan and prepare your coaching session. You will achieve the best results by using a structured approach to your coaching opportunities. And your work doesn't stop when the coaching session is over--you must give your coachees the ongoing support that they need. The Coaching Skillset Each coaching session is a conversation between you and your coachee. You don't have to be born a good coach--you can learn skills that will help you to engage in productive and positive conversations with your coachees. You must have rapport with your coachees and structure your coaching sessions effectively--but there are other skills that are vital to your success. Emotions, Mindsets and Coaching Have you ever considered how the mindsets and emotions of your coachees, the individuals you have agreed to coach, affect the success of your coaching? And what about you? Your emotions, mood, and personality can also have a big impact on how receptive you are to coachees and how effective you are in a coaching session. Coachees may also come to a session with a combination of superior or inferior emotions. How they feel can affect the outcome of the coaching session. Trends in Coaching Have you ever wondered why an organization should invest in coaching? What is the "business case" for coaching? Is coaching just another popular management fad, or are there sound business reasons for introducing coaching in your organization? Coaching has many different strands, or aspects, and all can be equally important for today's successful organization. Whether you are developing employees or working through times of organizational change or personal turbulence, coaching can be an important and useful technique. Coaching enables an organization to reach new heights, helping and supporting those who are at the cutting edge--the innovators--to work successfully in your company. Coaching is also invaluable for working with teams. But what things should you consider when you are coaching teams?

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