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Leadership Coaching Toolkit

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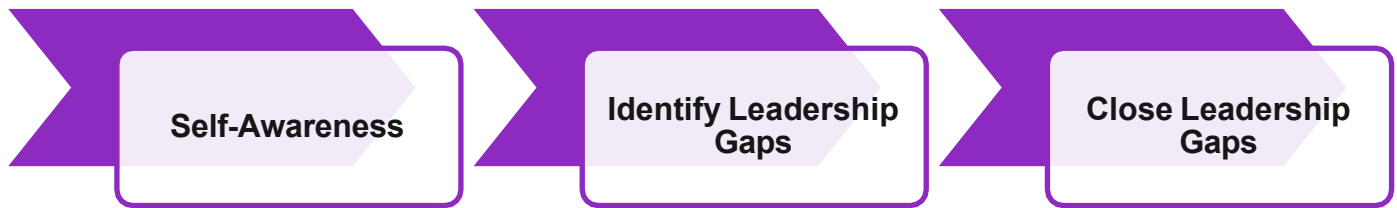
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Coaching Is ...

The process of inspiring, encouraging, motivating, and guiding an individual. Informal coaching is the most effective performance lever available to an organization.

Three Phased Approach to Coaching:



1. Self-Awareness: Understanding Yourself to Lead Others

Assess the Coachee’s current leadership abilities versus the leader your organization needs.

A Coachee’s leadership style should be aligned to the following...

- The organizations’ vision
- The organizations’ goals for the year/future
- Their teams’ current and future needs
- Their personal and professional goals

Leverage evidence-based tools such as 360° feedback, personality, behaviour or skills-based assessments to support the Coachee. **Contact us to set up your:**



REMEMBER! The most important data is from your people - encourage the Coachee to solicit feedback from their colleagues.

2. Identify Leadership Gaps

Leverage what you've learned from phase one to support the Coachee in identifying their leadership gaps. The Management research Group (MRG) highlights 6 core functions most important for leading others.

Creating a Vision	
Developing Followership	
Implementing the Vision	
Following Through	
Achieving Results	
Team Playing	

REMEMBER! Key competencies and leadership gaps are unique to each Coachee.

3. Close Leadership Gaps: Develop a plan with the coaching GROW Model



By raising an individual's awareness and responsibility, you:

- Enable them to take ownership of their development needs
- Increase their motivation to develop
- Enable them to choose the best way forward for them
- Create greater commitment to following the solution through

REMEMBER! The GROW model is based on using open-ended questions and listening to the responses, and is not strictly chronological.

As leaders, it's imperative to embark on a journey of self-awareness, understanding our core values, reactions to challenges, and impact on others. By embracing self-awareness, we unlock the potential to lead with authenticity and empathy, fostering stronger relationships and driving meaningful change within our teams and organizations. Let's commit to introspection and personal growth, cultivating a leadership approach that not only achieves results but also inspires and empowers those around us.

Level I:

1. What are the core values that drive my leadership style, and how do they manifest in my decisions and interactions with my team?
2. Which leadership responsibilities or initiatives bring out my strongest sense of purpose and fulfillment?
3. When faced with challenges or setbacks in leadership, how do I typically respond, and are there more effective approaches I could adopt to inspire and motivate my team?
4. How do I currently allocate my time as a leader, and does this allocation align with my overarching goals and priorities for the team?

Level II:

5. What ingrained beliefs or assumptions about leadership may be limiting my effectiveness, and how can I challenge or reframe them to foster growth and innovation within my team?
6. How do my past experiences as a leader influence my present leadership style and decision-making processes?

7. What strategies do I employ for self-care and personal development as a leader, and how can I enhance these practices to better support my team and organizational goals?

8. How do I personally define success and failure in leadership, and are these definitions in alignment with the values and vision I seek to instill within my team?

Level III:

9. What overarching purpose drives my leadership journey, and how does it evolve as I gain experience and insight?

10. In what ways do I actively promote the well-being and growth of my team members, and how can I deepen my impact on their professional and personal development?

11. What existential questions do I grapple with as a leader, and how do they inform my approach to fostering a positive organizational culture and driving meaningful change?

12. How do I cultivate mindfulness and presence in my daily leadership practice, and what tangible benefits do I observe in terms of team engagement, innovation, and overall performance?

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Let us guide you on your journey to helping your team become effective leaders. Unlock their full potential as leaders with our tailored coaching program designed to elevate their leadership skills and propel them towards success.



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