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Leadership Coaching Toolkit

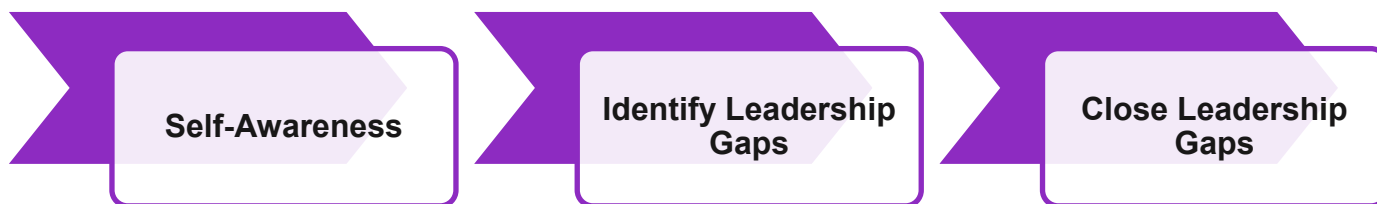
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Coaching Is ...

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

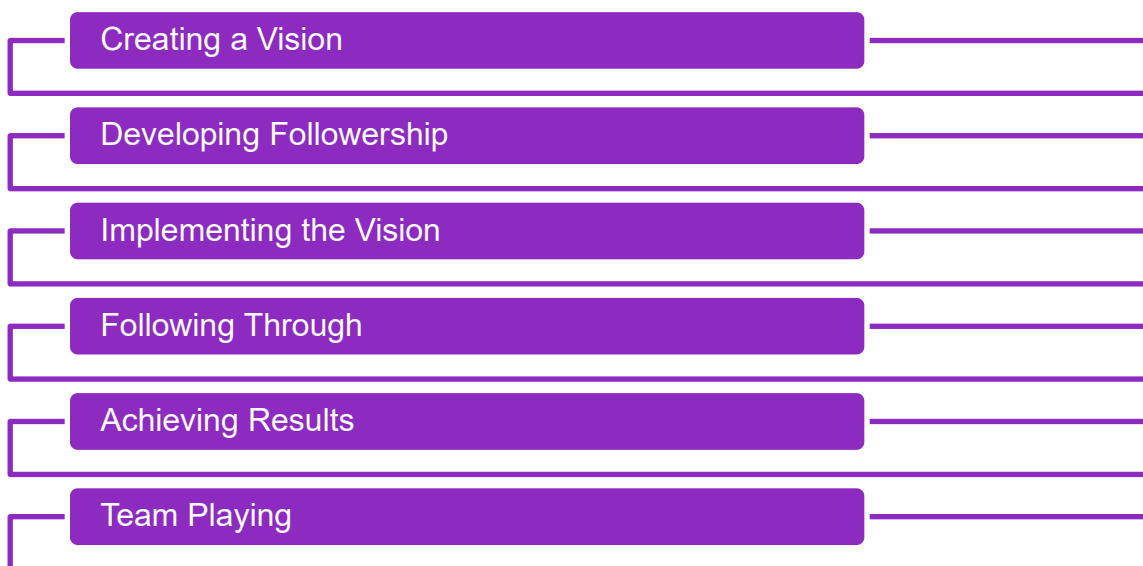
Leverage evidence-based tools such as 360° feedback, personality, behaviour or skills-based assessments to support the Coachee. **Contact us to set up your:**



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

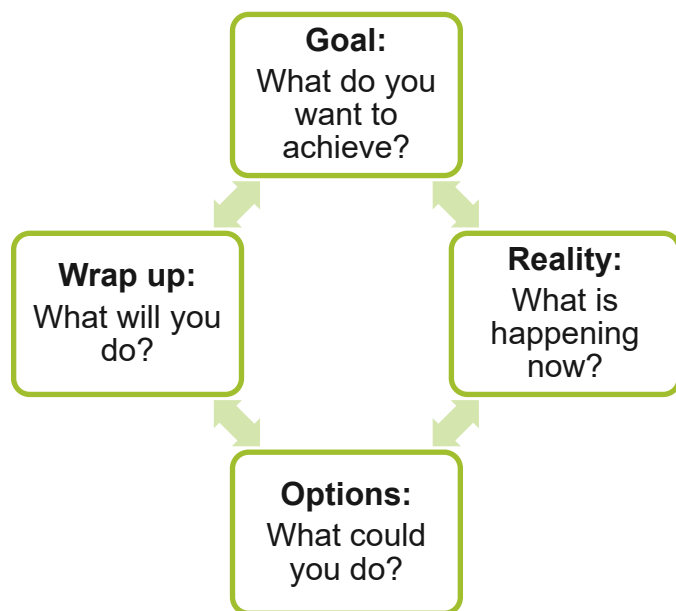
2. Identify Leadership Gaps

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.



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.

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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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