

Topic № 6. Coaching for Performance

How can coaching improve performance?

A coach can help a leader identify skills to be developed, key strengths, and strategies for improvement. Coaching can focus on achieving goals within a leader's current job or a move in new directions. Derailing executives can benefit from coaching to improve performance, too.

What is performance based coaching?

Performance-based coaching focuses on changing instructional behaviors and improving observable skills by sharing the responsibility of improvement between the teacher and coach in a way that makes new learning more applicable and immediately usable.

What are the 4 types of coaching?

Your organization should consider these 4 types of coaching:

- ❖ Executive Coaching. Executive leadership coaching is one of the most common and widely understood types of coaching in the workplace.
- ❖ Integrated Coaching
- ❖ Team Coaching
- ❖ Virtual Coaching

Why is performance coaching Important?

Performance coaching is an ongoing process which helps build and maintain effective employee and supervisory relationships. Performance coaching can help identify an employee's growth, as well as help plan and develop new skills.

What is a Human Performance Coach?

A Human Performance coach is a person who helps others tap into their greatness. Coaching is rooted in science and helping employees identify what matters most to them.

What is a coaching technique?

Coaching techniques are practices and strategies you use to help clients and team members to learn new skills and achieve goals. Successful coaching techniques develop trust between a coach and their subordinates, encourage open communication and motivate the subordinates to learn and develop.

What is effective coaching?

Effective coaching is about achieving goals. The coach helps the employee set meaningful ones and identify specific behaviors or steps for meeting them. The coach helps to clarify milestones or measures of success and holds the employee accountable for them.

Coaching for Performance by Sir John Whitmore

Sir John Whitmore is a British racing driver, creator of the popular GROW coaching model, and author of books on sports, leadership and coaching.

In Coaching for Performance, Sir John Whitmore explores the ins and outs of performance coaching in business, the coaching session structure, and ways to measure organizational culture.

The main lessons taught in Coaching for Performance by Sir John Whitmore are how to hone leaders' skills, maximize employees' potential, and drive performance through coaching. In a work world forever changed by globalization and the ability to exchange information instantly, leaders must shift from a command-and-control management model to a "we're in it together" mindset that recognizes workers' value. Performance coaches help leaders step into this new reality by revealing and capitalizing on employees' greatest talents.

The Benefits of Performance Coaching

Whitmore says there are numerous benefits of performance coaching, including these four:

1. It maximizes employee and company performance. The process taps workers' and teams' potential and fosters learning cultures that encourage risk-taking and innovation.
2. It improves job satisfaction, engagement, and retention. When coaches ask employees questions and show interest in them, workers feel valued. Workers who feel their voices matter are more satisfied, engaged, and likely to stay at their job.
3. Coaching reveals information that helps companies succeed. When leaders meaningfully engage workers, including through coaching, employees are more inclined to share vital, on-the-ground information that can inform organizational decisions. This fosters a worker-centered culture that sees staff as integral to the company's problem-solving processes.
4. Coaching balances responsibility evenly across companies. Coaching strengthens employees' capacities and confidence and encourages them to take ownership of their work. When workers function autonomously, leaders can focus on big-picture issues, not minutiae.

What are the 4 components of coaching?

Every coach's philosophy will be different. However, there are certain components that are generally agreed to be important. These include:

- ❖ the objectives or purpose of coaching;
- ❖ your approach to coaching;
- ❖ your values;
- ❖ your principles.

Three Key Elements of Coaching in Business

1. Creating a winning environment. Winning begets winning – the more you win, the easier it is to win in the future.

2. Building your team's skills. Humans are not "finished products" – no matter how much you know, you can always get better.
3. Deploying your team optimally.

What are the Seven Factors for Success?

1. The Partnership Principles. At its core, a partnership approach is about treating others the way you would like to be treated
2. Communication Skills
3. Coaches as Leaders
4. The Impact Cycle
5. Data
6. Teaching Strategies
7. System Support

What are the 8 coaching roles?

The 8 roles of a coach are:

1. the teacher
2. the facilitator
3. the guide
4. the investigator
5. the contractor
6. the partner
7. the reflector
8. the master.

What is strategic coaching?

During a series of strategic planning sessions, executives learn priority strategies that are specifically crafted to take their organization to a new level of success and competence. The focus of strategy coaching is to come up with a viable action plan that will improve processes and drive growth.

What is a coaching focus?

Focus coaching can help you understand and clarify what is making an issue important to you, develop self-awareness, and increase openness to learning. Focus coaching is ideal for busy people, whether dealing with work-related issues such as performance, targets, and goals or for reflecting on personal issues.

Dictionary of difficult to remember words and phrases

milestone - веха, этап, мильный камень, мильный столб

derailing executives - Сбивающиеся с пути руководители

to tap into the greatness - Раскрывать величие

to hone – оттачивать

to exchange information instantly - мгновенно обмениваться информацией

mindset - мировоззрение, образ мыслей

to fosters learning cultures - поощрять культуру обучения

retention - сохранение, удержание

to be more inclined to share vital - быть более склонным делиться жизненно важным

on-the-ground information - информация на месте

evenly across companies - равномерно по компаниям

minutiae - мелочи, детали

winning begets winning - победа порождает победу

deploying (to deploy) – развёртывание (развернуть)

treatment of others - обращение с другими

the facilitator – координатор, ведущий

to be specifically crafted (craft) - быть специально изготовленным (ремесло)

viable action plan - жизнеспособный план действий