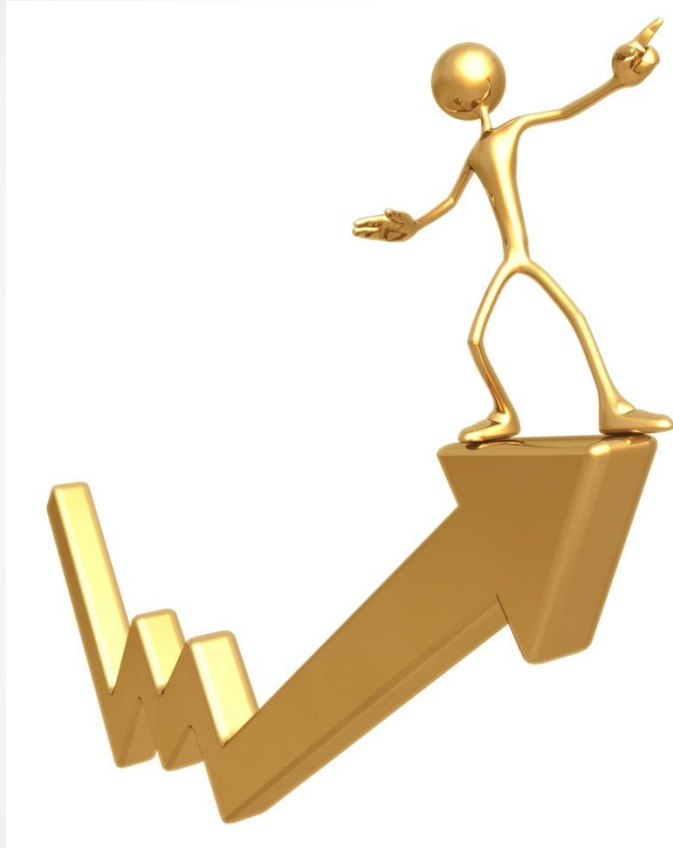


Coaching



**Leading Others
Through
Transitions**



Interaction with a fellow human being, especially one who can understand what you're going through and direct your awareness to the solutions you can use, is a powerful approach to self-help.

Haider Al-Mosawi

What is Coaching?

- ❖ The Purpose of coaching is to help staff...
 - Achieve their potential
 - Improve business and performance in specific areas
- ❖ Coaching is a collaborative process.
- ❖ A person has to be willing to be coached.



What Coaching is Not!

Coaching is NOT:

- ❖ Performance feedback
- ❖ Discipline/corrective action
- ❖ Therapy or advising
- ❖ Mentoring



Peer Coaching Roles

3 Roles for Peer Coaches

- ❖ Thinking Partner
- ❖ Objective Support
- ❖ Help with Accountability



Thinking Partner

Some One Who is:

- ❖ Trusted
- ❖ There to help Direct



Objective Support

Some One Who Knows:

- ❖ The work we do
- ❖ Our Habits



Help with Accountability

Some One Who:

- ❖ Knows the Goals
- ❖ Keeps us on track



Coaching Through Change



The role of change coach
involves:

Supporting each other through the process of
change we experience when projects and
initiatives impact our day-to-day work

Helping us address the barrier points that are
inhibiting successful change.

Group Activity

