GCG

Global Coach Group
Lead for Good



LEADER as COACH

is EASY as 1-2-3

Coach@globalcoachgroup.com

www.globalcoachgroup.com

Today, the value of coaching is well recognized globally, and more and more organizations are implementing coaching programs to increase leadership effectiveness. As modern organizations are striving towards a culture that hones innovation and empowers employees, leaders are stepping away from the traditional hierarchical styles and are embracing, instead, coach styles with their teams. Creating an environment where open dialogue is welcomed and encouraged is undoubtedly an effective way to boost productivity and engagement.

This leader as coach style is effective at providing support and guidance and empowers direct reports by effectively managing 3 topics:

01 | Vision

This topic deals with the alignment of aspirations, goals, and priorities of the direct reports and the organization, facilitated by the leader. The essence is to involve each direct report in an ongoing dialogue with the leader to discuss, listen, and align the organization's direction and priorities with various team members' opinions, aspirations, and priorities. An important aspect here is to create understanding of each individual's opinions, but also respect differences of opinion, if any.

Use these questions to guide the dialogue:

What is the next level for us?

What is the next level for you?



02 | Achievement



For effective coaching, it is essential to maintain a constructive atmosphere within the team. This is achieved by managing two key aspects.

The first aspect is recognizing achievements: often, a busy schedule might make it difficult for a leader to know or observe all the good work that the direct reports are doing, leading them to feel underappreciated. Asking them what they are doing well opens the door to understanding more positive aspects of performance and acknowledging them.

The second aspect is providing constructive suggestions. The leader might already have a few ideas for improvement in mind. At the same time, it is very resourceful to ask and listen to what the direct reports think they can do better. Here it is important to identify only a couple of key opportunities for improvement and refrain from giving too many suggestions. The leader should be trying to help, and not overwhelm.

Use these questions to guide the dialogue:

What are we doing well?

What can we do better?

03 | Support



A leader becomes an effective coach for their team once coaching is provided to the right people on the right topics. By simply asking “What support do you need?”, leaders can listen to what their direct reports would find more helpful and hence use their limited time more effectively.

Comprehensive research suggests that leadership effectiveness is significantly enhanced when feedback from direct reports is valued and taken into consideration. By doing so, leaders can transform coaching into a two-way conversation by asking for suggestions on improving key behaviors. Asking "What recommendations do you have for me?" fosters a constructive team culture where all members collaborate and support one another.

Use these questions to guide the dialogue:

What support do you need?

What suggestions do you have for me?

Leaders have a significant impact on their team members in terms of satisfaction, engagement, productivity, and more. Embracing the role of a coach involves caring about the development of others as much as you care about your personal growth. This approach is beneficial to the people you work with, and to the performance of the organization, and creates a sustainable and constructive culture at the same time. Lead for Good is a win for all.

For our clients, we deliver a Triple Win: Better Leaders, Better Teams, and Better Results, boasting a 95% success rate confirmed by coworkers. Global Coach Group simply delivers the best results-based coaching using our global network of over 4,000 world-class certified coaches and our proven Triple Win Leadership Coaching approach integrated with our proprietary online coaching tools.

Author: Will Linssen has been recognized as LinkedIn Top Executive Coaching Voice, serves as advisor to Harvard Business Review, ranked as World's #1 Leadership Coach by Global Gurus (USA), World's #1 Coach Trainer by Thinkers50 (UK), and attained the highest accreditation from the International Coaching Federation (ICF): Master Certified Coach.

