

## Leader as Coach: Keys to leading a winning team

Presented for your Consideration by:  
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### Today's Objectives

- **Why coach?** How coaching improves your leadership.
- **Gain a deeper understanding** of characteristics, attributes and behaviors that lead to leadership success.
- **Explore** the **GROW Model** of coaching, as well as core concepts in successful directive and non-directive coaching
- **Discuss and practice** basic, intermediate and advanced skills that lead to success as a leader / coach.
- **Learn and practice** how to determine employee **current performance** versus **future capacity**, and what to do about it.

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### Why Coach?



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### Profile of a Great Coach

- 3 Attributes of Amazing Coaches
- 3 Powerful Behaviors
- 3 Commitments of Effective Coaches



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### Three Attributes of Amazing Coaches



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### Three Powerful Behaviors of Amazing Coaches

Teaching	Questions	Feedback
		

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**3 Commitments of Effective Coaches**

- 1) Build excellent relationships
- 2) Lifelong learning
- 3) Game plan



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**Now ...**

... onto the "How To's"

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**Working with a Coachee**

**pur·pose**  
**'pərpəs/**

to build employees' knowledge and skills in a way that focuses more on "development and empowerment" than "command and control."

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### “Step by Step”



*Disclaimer:*  
There is no **one** way to be a successful coach.

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### Directive vs Non-Directive



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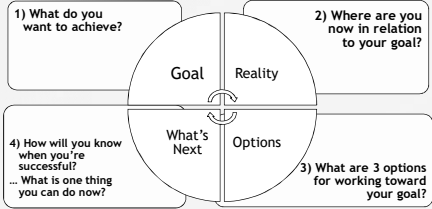
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### GROW Model of Coaching



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**GROW'ing**



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**Practice Improves Progress**

**Coaching Plan Template**

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**Questions?  
Let's Keep the Conversation Going!**



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