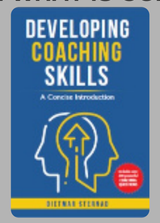
coggle
made for free at coggle.it

Chapter 1: WHAT IS COACHING?



Outcomes of coaching

For the coachee

- **Attitudes** (focus, self-confidence, motivation, well-being, work-related attitudes)
- **Learning** (self-awareness, reflection, accelerated learning and problem solving, personal development)
- **Results** (goal attainment, work performance, behavioral change, social/leadership skills, team performance)

For the organization

- Higher work productivity, improved work performance
- Return on investment

Life coaching

- Purpose: to enhance coachee´s well-being and quality of life / attaining greater fulfillment in their lifes
- **Methods (examples)**
  - Identifying strengths and passions
  - Wheel of Life
  - Personal mission statement
  - Vision board
  - Designing an ideal life

Coaching is not ...

- Counseling
- Psychotherapy
- Mentoring
- Career counseling
- Consulting
- Teaching

Preconditions for effective coaching

- A collaborative mindset
- Goal-orientation
- Good relationship between the coach and the coachee
- A coachable coachee
- A coachee who feels responsible

Definition of coaching - key elements

- Interaction/conversation between a coach and a coachee
- Questioning approach
- Thinking through challenging issues
- Helping the coachee to realize their full potential and reach their goals

Coaching in an organizational context

Forms of coaching in organizations

- External executive coaches
- Direct coaching by managers
- Trained internal coaches

Professionalization

- Executive coaching - relationship with sponsoring organizations
- Accreditation bodies
- Coaching supervision

Team coaching

- Developing the capacity of the team to perform well together
- Identify strengths, styles, team roles, define values and norms
- Team collaboration process
- Setting team goals and action plans
- Address and solve conflicts

What executive coaches do

- Agenda of the organization / of the executive
- Typical duration 2-12 months
- Coaching conversations
- Develop insight, create options for dealing with issues, decide on goals and action plans
- Establishing accountability