



COACHING FOR SUCCESS





Objectives

- Define coaching
- Discuss the qualities and values of coaches
- Describe the coaching process and coaching relationships
- Differentiate between coaching and mentoring, training, and therapy
- Explore why people might engage in coaching
- Provide overview and details of coaching conversations
- Explain how success in coaching can be measured

What is Coaching

The International Coach Federation describes coaching as:

- Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential...
- Coaches believe that every client is whole before the coaching relationship begins, and that each individual is the expert about his or her life.
- Coaches engage in a process of discovery, learning what the client wants to achieve, and aligning with that vision. Coaches learn more about themselves, generate solutions and strategies to reach their goals. Coaches hold their clients responsible and accountable.

What Qualities Do Coaches Possess?

- While everyone is unique, coaches are generally...
- What does a coaching relationship often look like?

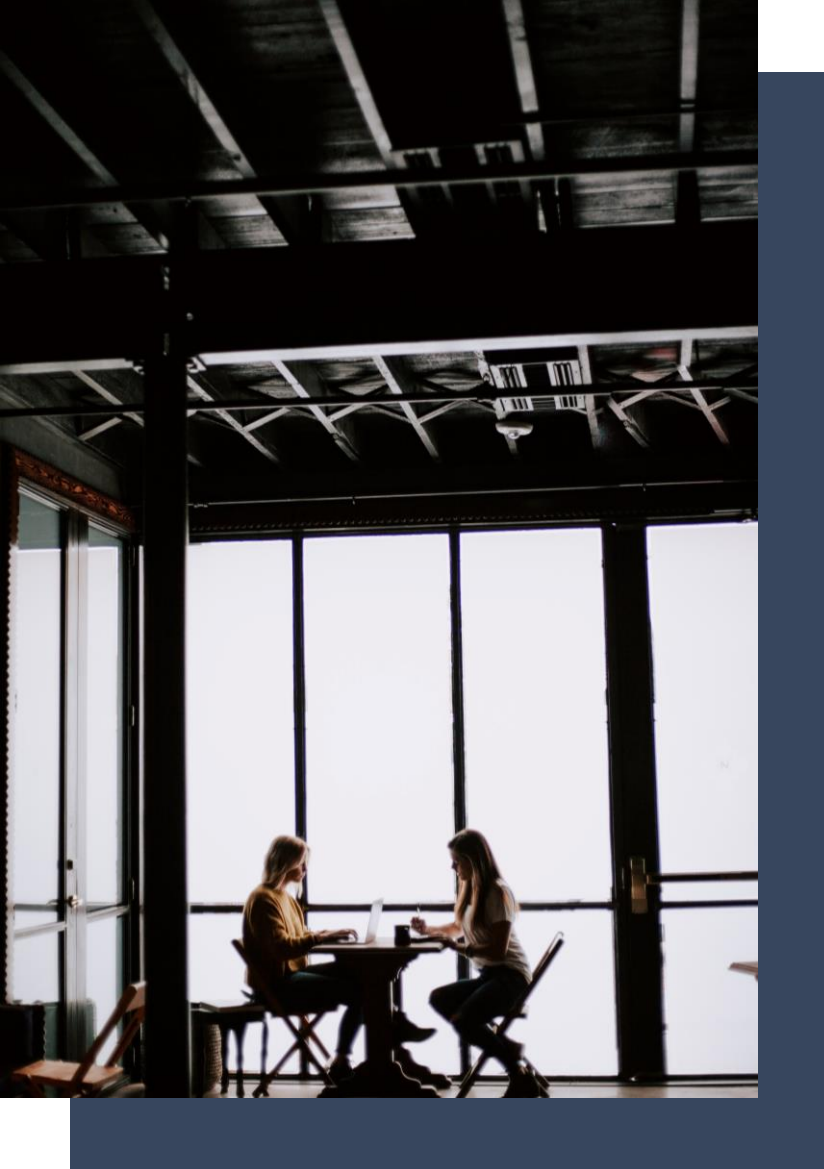
Why Do People Choose To Be Coached?

- What is the role of a coach?
- What is the role of the individual or team being coached?
- What does the coaching relationship look like?



UNDERSTANDING DISTINCTIONS

HOW IS COACHING DIFFERENT FROM MENTORING, TRAINING,
AND THERAPY?



Three Types of Coaching

- Directive — from the outside in (coach takes charge) the coach tells colleagues what to do to improve, develop, and grow
- Collaborative — balanced relationship the coach and coachee co-discover what needs to be done to improve, develop and grow)
- Facilitative — from the inside out (coach guides colleagues through self-discovery process)

Coaching Conversations

- What are the two key phases of the coaching conversation?
- What are foundational?



MEASURING SUCCESS

WHAT TOOLS CAN BE USED TO MEASURE SUCCESS IN COACHING?

Resources

- International Coach Federation, www.coachfederation.org
- International Association of Coaches, www.iac.org
- Living Your Best Life. Laura Berman Fortgang
- Taming Your Gremlin, Rick Carson
- The Art of Extreme Self Care, Cheryl Richardson
- The Art of Possibility, Ben Zander
- DiSC
- The Platinum Rule, Tony Alessandra
- The Strengths Test, found at www.Authentichappiness.com

Your Kepto EAP

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- <https://sowi.mylifeexpert.com> Company code: SOWI



Questions & Answer

Coaching for Success

**Please
complete
a training
evaluation!**



<https://app.smartsheet.com/b/form/dacb2d9b38564db4afb5ab8426d91ad6>

Thank you!