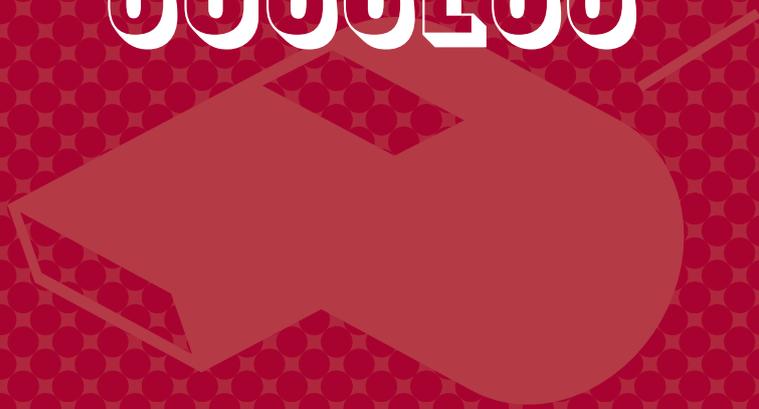


COACHING FOR SUCCESS



REALISE YOUR GOALS THROUGH
GOOD COACHING PRACTICE

MENTORING, COACHING AND COUNSELLING

MENTORING?

COACHING?

COUNSELLING?





**DIRECTIVE
COACHING**

**IS USED WHEN THERE IS A
SKILLS OR EXPERIENCE GAP**

**NON-
DIRECTIVE
COACHING**

**IS USED WHERE THE SKILLS
AND EXPERIENCE EXIST BUT A
BEHAVIOUR CHANGE
IS REQUIRED**

DEFINITIONS



MENTORING OR DIRECTIVE COACHING

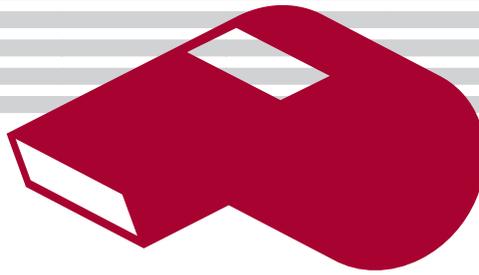
“INVOLVES THE TRANSFER OF WISDOM WHERE THE COACH OR MENTOR PROVIDES ADVICE OR DIRECTION BASED ON THEIR EXPERIENCE OR EXPERTISE”.

NON-DIRECTIVE COACHING

“ALLOWS THE RECIPIENT TO FORMULATE THEIR OWN SOLUTIONS AND ACTIONS AS A RESULT OF SKILLED LISTENING AND QUESTIONING FROM THE COACH”.

COUNSELLING

“THE PROVISION OF PROFESSIONAL ASSISTANCE AND GUIDANCE IN RESOLVING PERSONAL OR PSYCHOLOGICAL PROBLEMS”.



GOLDEN RULES OF COACHING

- * BASED ON **CONFIDENTIALITY AND TRUST**
- * BELIEF THAT THE **SOLUTIONS LIE WITHIN THE COACHEE**
 - * **NON-JUDGEMENTAL**
 - * COACHING IS ABOUT THE **WHOLE PERSON**
 - * COACH AND COACHEE ARE **EQUAL PARTNERS**
 - * LOOKS TO THE **FUTURE AND NEXT STEPS**

1
WRITE ALL THE THINGS YOU WANT TO BE, DO OR HAVE.

2
WRITE BESIDE EACH ONE WHAT MAKES THAT IMPORTANT FOR YOU. IF YOU CAN'T SAY THEN DELETE IT.

3
HOW WOULD COACHING HELP YOU ACHIEVE IT?

4
WHERE WOULD YOU LIKE TO FOCUS FIRST? SHARE THIS WITH A PARTNER.



BE, DO, HAVE

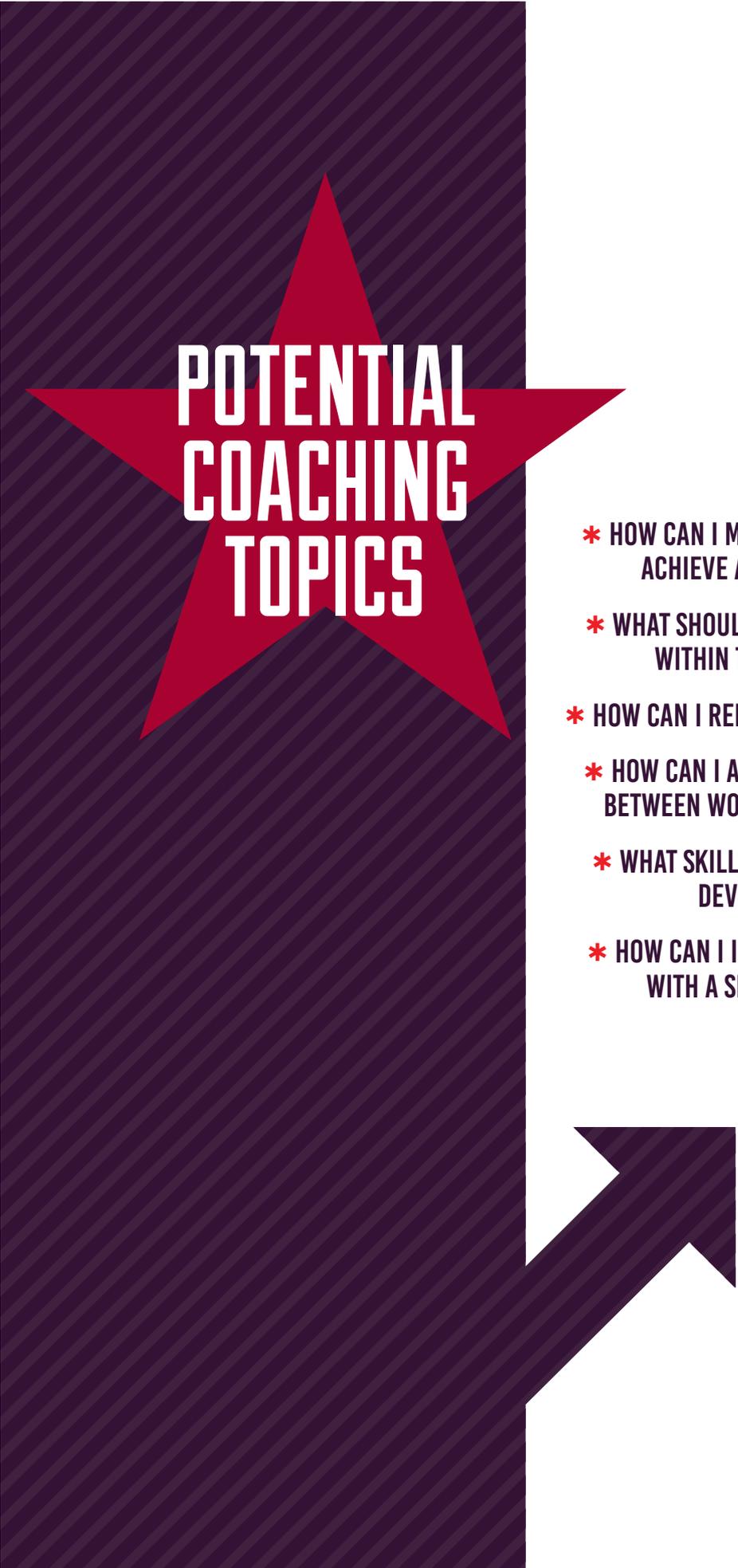
WHY DO YOU WANT IT?
WHAT MAKES THAT IMPORTANT FOR YOU?

HOW WOULD COACHING HELP?

I WANT TO BE...

I WANT TO DO...

I WANT TO HAVE...



POTENTIAL COACHING TOPICS

- * HOW CAN I MANAGE MY TIME BETTER TO ACHIEVE ALL I WANT AT WORK?
- * WHAT SHOULD I DO NEXT IN MY CAREER WITHIN THE ORGANISATION?
- * HOW CAN I REDUCE THE STRESS IN MY JOB?
- * HOW CAN I ACHIEVE A BETTER BALANCE BETWEEN WORK LIFE AND HOME LIFE?
- * WHAT SKILLS DO I NEED TO GROW AND DEVELOP FURTHER?
- * HOW CAN I IMPROVE MY RELATIONSHIP WITH A SPECIFIC COLLEAGUE?



**GET THE MOST
OUT OF COACHING
OPPORTUNITIES...**
COACHING SCENARIOS



**YOU ARE WORRIED ABOUT A PIECE OF WORK
YOU SENT AN ARTIST THAT YOU FOUND PRETTY
CHALLENGING AND YOU THINK YOU
MIGHT HAVE MESSED IT UP. YOUR
MANAGER BRINGS IT UP.**



**YOU ARE FEELING PRETTY FLAT AND
DEMOTIVATED BECAUSE YOUR TEAM MATE
SEEMS TO BE GETTING ALL THE GOOD
ASSIGNMENTS/TASKS AND YOU ARE DOING
WORK YOU FIND BORING. YOUR MANAGER
CALLS YOU INTO THEIR OFFICE FOR A
CHAT AND SAYS THAT YOU DON'T LOOK
ENGAGED AT WORK.**



**YOU WANT TO PROGRESS FASTER AT SONY AS
YOU THINK YOU ARE CAPABLE OF MORE AND
YOUR MANAGER IS NOT DEVELOPING YOU
AS FAST AS YOU'D LIKE.**

1.

**HOW COULD YOU APPROACH THE SCENARIO
FROM A COACHEE PERSPECTIVE?**

2.

**HOW COULD YOU TAKE OWNERSHIP OF THE
DEVELOPMENT OPPORTUNITY IT OFFERS IN
A PROACTIVE, EMPOWERED WAY?**

3.

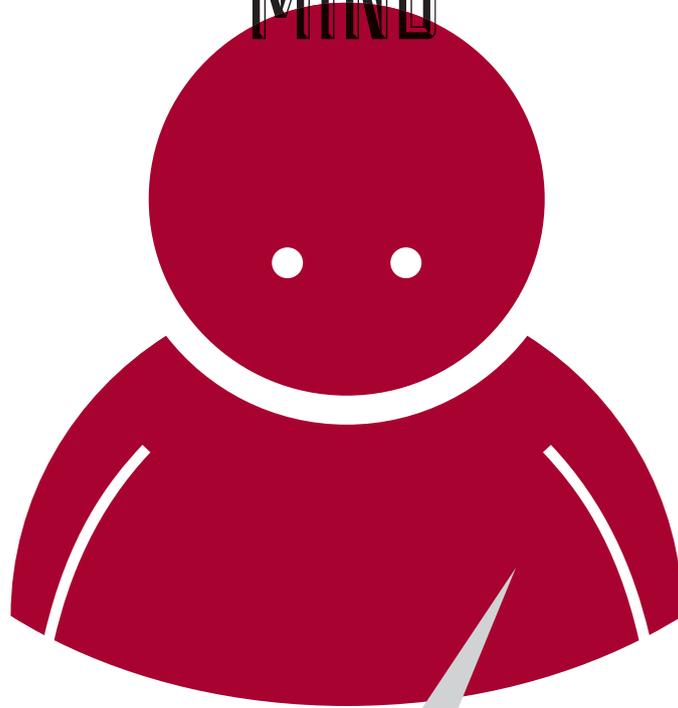
HOW MIGHT THE OUTCOME DIFFER?

COACHING SCENARIOS:



**GET THE MOST
OUT OF YOUR
COACHING...**

SET YOUR MIND



*** WHEN WERE YOU TOLD TO DO SOMETHING YET YOU DIDN'T ACHIEVE IT...WHY NOT?**

Empty rectangular box for response.

*** WHEN DID YOU CHOOSE TO MAKE A CHANGE OR DO SOMETHING DIFFERENTLY – HOW DOES THIS SITUATION DIFFER FROM THE FIRST EXAMPLE?**

Empty rectangular box for response.

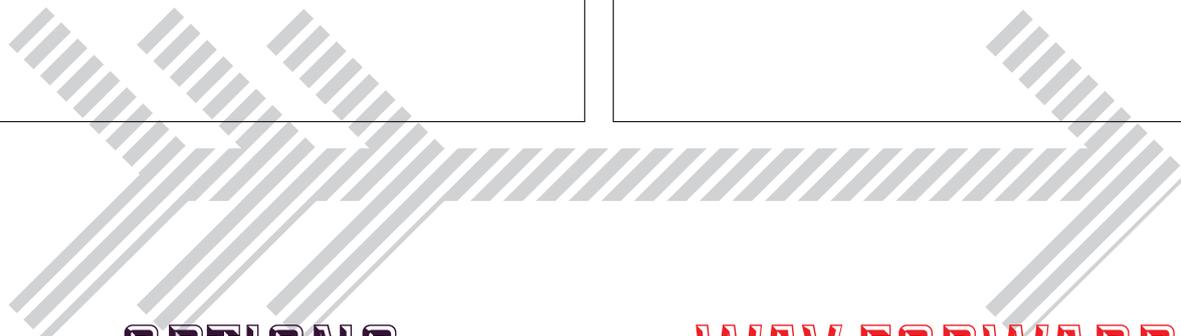
GOAL



REALITY

- * WHERE ARE YOU GOING AND WHAT DO YOU WANT TO ACHIEVE?
- * AIM FOR AN INSPIRATIONAL, POSITIVELY FRAMED AND CHALLENGING GOAL THAT IS A REAL STRETCH TO ACHIEVE.
- * CONSIDER HOW THE GOAL FITS WITH YOUR ORGANISATION AND TEAM GOALS, TARGETS AND CUSTOMERS.
- * SMART GOALS ARE BEST.

- * WHAT IS YOUR STARTING POINT, WHERE ARE YOU NOW?
- * GET BUY IN AND COMMITMENT TO THE GOAL.
- * REVIEW AND LEARN FROM THE CURRENT STATUS BEFORE MOVING ONTO 'WHAT NEXT'.



OPTIONS

- * WHAT ROUTES COULD YOU TAKE?
- * BRAINSTORM VARIOUS OPTIONS AND IDENTIFY OBSTACLES.

WAY FORWARD

- * COMMIT TO TAKING ACTION TO MAKE IT HAPPEN.
- * AGREE TIMINGS AND DELIVERABLES.

GOAL

G.R.O.W. COACHING QUESTIONS

REALITY

What goal would you like to achieve?
What does that look like in practice?
What will that enable you to do?
What will other people be saying to you?
What will you have that you don't have now?
Imagine you have achieved it, what is different?

What is the current situation in relation to your goal?
On a scale of 1-10, if an ideal situation is 10, what number are you at now? What number would you like to be at?
How do you feel about this?
What impact is not achieving the goal having on you?
How does this impact other areas of your life?
What are you doing currently in pursuit of your goal?
What is getting in the way of your goal?
Who else does the goal affect?

GROW IN ACTION

OPTIONS

WAY FORWARD

What ideas do you have on how you could achieve your goal?
What alternatives do you have?
What has worked in the past?
Are there any obstacles in the way?
What steps could you take to remove these?
Who could help you with this?
Where could you find out the information?
How could you do that?

What actions will you take?
How and when will you do that?
Who will you talk to?
Is there anything you need to put in place before that?
How committed are you to taking that action?
What will it take for you to commit to that?

GOAL

**G.R.O.W.
COACHING
QUESTIONS**

REALITY

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GROW REALITY

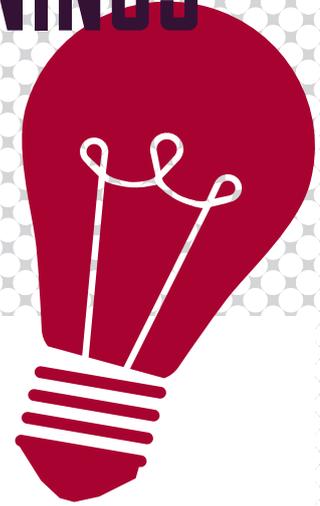
OPTIONS

WAY FORWARD

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COACHING LEARNINGS

LEARNINGS FOR
FUTURE COACHING
CONVERSATIONS...





SELF COACHING

MAKING YOUR GOALS A REALITY

- * WRITE IT DOWN! CAPTURE YOUR THOUGHTS AND PLANS IN WRITING.
- * ASK THE RIGHT QUESTIONS.
- * CELEBRATE.
- * LIGHTEN UP! OWN UP TO YOUR MISTAKES & SHORT COMINGS AND LEARN FROM THEM.
- * SMALL IS THE NEW BIG.
- * NATURAL NOURISHMENT.

**TOP 6 TIPS FOR
SELF-COACHING**

REALITY CHECK



WHAT POSITIVE IMPACT WOULD ACHIEVING GOALS HAVE ON YOUR LIFE?

WHERE DO YOU THINK YOU COULD BENEFIT FROM COACHING?

NOTES...



NOTES...



NOTES...

