

THE PURPOSE OF COACHING

POST TRAINING #1

Coaching's purpose is to bring out the capability in those you coach.

Coaching works in crisis. However, its greatest impact is when it is used regularly at planned intervals to address an individual's limitations. Coaching is a tool that elevates the capability of individuals to work through challenges on their own – avoiding the need for urgent intervention and crisis. When we hear, "I don't have time to coach," we argue, you don't have time NOT to coach.

Regularly using coaching yields returns in less work, diminished conflict and greater levels of communication.

Exercise:

- **Are you coaching regularly?** Look at how often you are currently coaching. Write down the time spent in the last two weeks. What percent of your time did you devote to coaching? Is that an amount of time that communicates commitment? Is the enough time to expect a real impact?
- **Get feedback.** Ask those you coach to articulate IF and HOW your coaching sessions are benefiting them. Questions like, "What did you find most beneficial about our coaching session today?" can help better reveal impact and potentially reinforce your actions. What is different about the relationships where you have invested more time coaching?
- **Assess your resources.** Are there individuals with whom you would like a coaching relationship (as a coach or client)? What role might you play in making that happen?