

SETTING THE STAGE

POST TRAINING #2

“The single biggest problem in communication is the illusion that it has taken place.”

George Bernard Shaw

In order for your coaching work to be as effective as possible, the individuals you coach (team members, clients, co-workers) need clarity on:

1. Why do you think I need coaching?
2. What does coaching mean to me?

As leaders we need to set the stage. Coaching is not to “fix” anyone, but instead is a growth oriented process that improves communication, allows better alignment of energy with goals and is meant to benefit all. Early communication is key to create an environment of clarity, trust and transparency.

Exercise:

How will you know that your communication was effective?

- Review how you prepare for a new coaching engagement.
- How do your clients/team members know what to expect?
- What process do you use to communicate *their* role in the coaching relationship?
- Is this process effective?
- How often should this be reinforced?