

Coaching

Supporting someone to become more effective in their own unique way



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“Failure is a great teacher, and I think when you make mistakes and you recover from them and you treat them as valuable learning experiences, then you’ve got something to share.”

Steve Harvey

Tags: Social: Leadership and Empowerment

Challenge:

Sometimes we see people as things to be fixed and improved. We have ideas about what they need. We have a tendency to wish to instruct people. Whilst this might be a good way of imparting a certain degree of knowledge, it generally does not help somebody build their own sense of direction, motivate them hugely, or build up a sense of enthusiasm.

Solution:

Using processes drawn from the world of sport, we can coach people into finding their own way forward. A common coaching method is the GROW process which involves: establishing Goals for a session, exploring the Reality of the current experience, generating Options, and finally arriving at action plans of what the person Will do as a result of the session. Using a coaching style helps somebody own their own solutions and is much more likely to lead to them doing the things that they say they intend to do.

References:

Whitmore, Sir John. *Coaching for performance: GROWing People, Performance and Purpose*. Boston: Nicholas Brealey Publishing, 1992.
GROW Coaching hand out

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