

Coaching for Success: Empowering Your Employees

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FOOD for THOUGHT

“ A good coach will make his players see what they can be rather than what they are.”

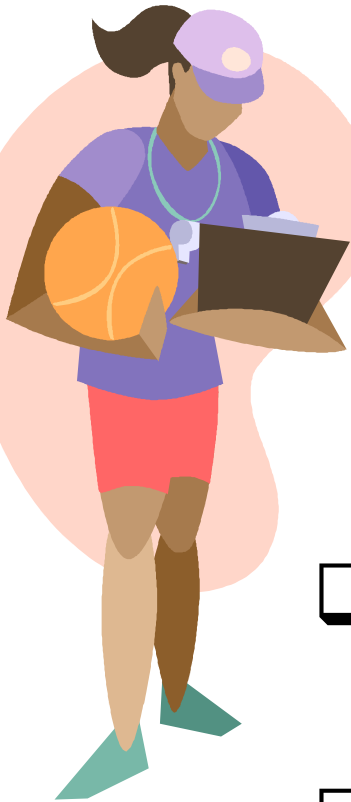
Ara Parasheghian

(Former College Coach)

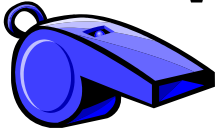


What is Coaching?

- Coaching is a management technique and leadership tool that gives opportunity for an individual to be developed, motivated, encouraged and self-evaluated thus promoting a positive outcome.
- Coaching can be done one on one or in groups.
- Different types of coaching.



Why is Coaching Beneficial?



- To reach desired results or goals.
- To clarify expectations.
- To give contribution to the growth and development of an individual.
- To resolve difficult problems by developing critical thinking skills.
- To identify strengths and weaknesses of an individual.



Why is Coaching Beneficial?

- To help someone be successful on the job or in life.
- To tap into an individual's unreached potential.
- To identify any training gaps in what an individual knows and what the individual needs to know.



Strategies for Successful Coaching

- Create an atmosphere of ownership (Best way to empower an individual)
- Identify goals/ clarify expectations
- Provide honest feedback
- Model exemplary behavior
- Measure Coaching Success



Strategies for Successful Coaching

❑ Create an atmosphere of ownership

Get to know the individual.

Encourage the individual to become engaged and involved

Acknowledge the individual's potential and/or work ethic

Allow the individual to make ideas and suggestions.

Allow the individual to bring solutions to the table.



Strategies for Successful Coaching

□ Identify goals/clarify expectations

Review job description/expectations

Discuss district and departmental goals

Discuss daily goals the team has set to accomplish

Discuss personal/professional goals of the individual

Provide tools and/or resources to accomplish goals

Practice effective listening skills



Strategies for Successful Coaching

□ Provide honest feedback

Verbally and/or written - review the individual's progress

Provide constructive feedback as needed

Discuss what is working and what is not working

Opportunity for ongoing coaching conversations

Builds trust between the coach and individual



Strategies for Successful Coaching

❑ Model exemplary behavior

Characteristics a coach should have:

Honesty (Integrity)

Good Listener

Confidential

Humility

Positive attitude

Open-minded



An Ethics Resource Center study found that 90% of employees value leaders with integrity as highly as they value income.



Strategies for Successful Coaching

❑ Measure Coaching Success

Success may not be a numerical measure.

Success may be reflective in a behavioral change or the tone of interaction.



When To Coach....

- Individual is willing to think and try different ways.
- Individual shows responsible behavior.
- Individual needs encouragement.
- Individual needs a solution but is stuck on a decision.



Activity

- Think about an individual who you could coach.
- List reason for coaching.
- List anticipated outcome.
- Determine if the individual is coachable.
(Avoid time-consuming habits; whining , complaining and complacency)
- Proceed with the strategies for successful coaching.



FOOD for THOUGHT

“The test of a good coach is that when they leave, others will carry on successfully.”

Author Unknown



Questions?

