



Coaching Skills for Leaders



Cultivating Coaching Skills

Coaching can foster strong mentoring relationships. It encourages a leader to ask thoughtful questions while giving space to the coachee to discover truths and insights at their own pace. Utilizing coaching practices is generally considered a positive action. It often increases company morale, employee engagement, and fosters a culture of continuous learning. This continuous learning applies not just to the coachee but to the leader who is encouraged to learn more about how to effectively coach and lead.

While there are many positive aspects to a coaching leadership style, it is also time intensive. There is a large amount of responsibility a coaching leader has as they guide

IMPACTFUL COACHING PRACTICES

While there are many theories around impactful coaching, here are the top things I have learned coaching teams, small groups, and individuals alike:

1. START WITH CURIOSITY

One of the most important things a great coach does is ask incredibly thought provoking and relevant questions. Try not to assume anything about the experience the person you're speaking with is going through. It's equally important to avoid instantly giving advice. When you are curious, you are seeking to learn more which often means, you are listening more and speaking less.

2. ASK ABOUT INTENTION

Before you start a coaching session, ask what the coachee is seeking from each session together. By starting your time together with this simple but very insightful question, it shows your coachee you are respecting their intention for your time together. You are also setting the stage for this time to be deeply thoughtful with the coachee participating fully.

3. GROUND YOUR COACHING

A great coach has a philosophy or style that they have consciously cultivated. Often it is rooted in a theory or belief

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