

# Everyone is a Coach

How would it be if your employees could make great decisions with minimal input from you? Wouldn't managing be easier if your employees could be clear on how their current actions fit into the future of the organization? Wouldn't it be great if you could just trust that your employees understood and were committed to the values of the organization?

What if parents coached their children instead of scolded, lectured or told them what to do when they got in trouble? How would it be if your children could be clear on how their current actions fit into their future goals? What if your children actually knew their future goals?

What a load off of your shoulders.

This style of leadership, management and parenting is called the 'coach approach' and is being learned and used by the next generation of leaders, managers and parents.



## The Coach Approach

When leaders, managers and parents start seeing their employees, clients and children as 'coachees' instead of as people that need to be told, directed and guided through their daily activities, the relationship begins to change to one of mutual respect and trust. The coachee begins to grow and assume more responsibility.



## What is the Coach Approach?

A relationship built on the 'coach approach' is a relationship built on a foundation of trust, safety, connection and engagement. It is a relationship where the coach guides the coachee to make her own best decisions. In a coaching conversation, instead of telling the coachee what to do, the coach guides the coachee through a series of questions that allows the coachee to determine the best action steps for her. The coach helps the coachee explore various

options and identify specific and tangible outcomes, all of which have been suggested and agreed to by the coachee.

### **Is the Coach Approach Appropriate for All Situations?**

No, but it can be used a lot more frequently than you might think.

There are times when directing, teaching and inspiring is appropriate and there are times when a more relaxed and collaborative approach will produce greater results. The coach leader learns to discern when to use the coach approach and when to use other leadership styles .



### **Will the Coach Approach Take Longer to Make Decisions?**

Although 'directing' can seem easier in the short term, your coachees will be deprived of learning how to think for themselves. The gift of being able to make mistakes, free of judgment, is being withheld from many employees and children today. Within predetermined boundaries, making mistakes is how people learn.

### **Is the Coach Approach Right for You?**

Take a moment to consider your current leadership, management or parenting style and ask yourself, "How is it working for me?" If you think that things could be better or easier, the coach approach may be worth adding to your leadership, management or parenting skills toolbox. **The next Become a Coach Program begins May 7th, 2011.**

# **Are You Ready for a Change?**

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