



re-think

Performance Coaching



What is Coaching?

"Coaching is unlocking a person's potential to *maximise their own performance*. It is helping them to learn rather than teaching them"

John Whitmore

Coaching - What does it mean to us?

A Developmental Conversation

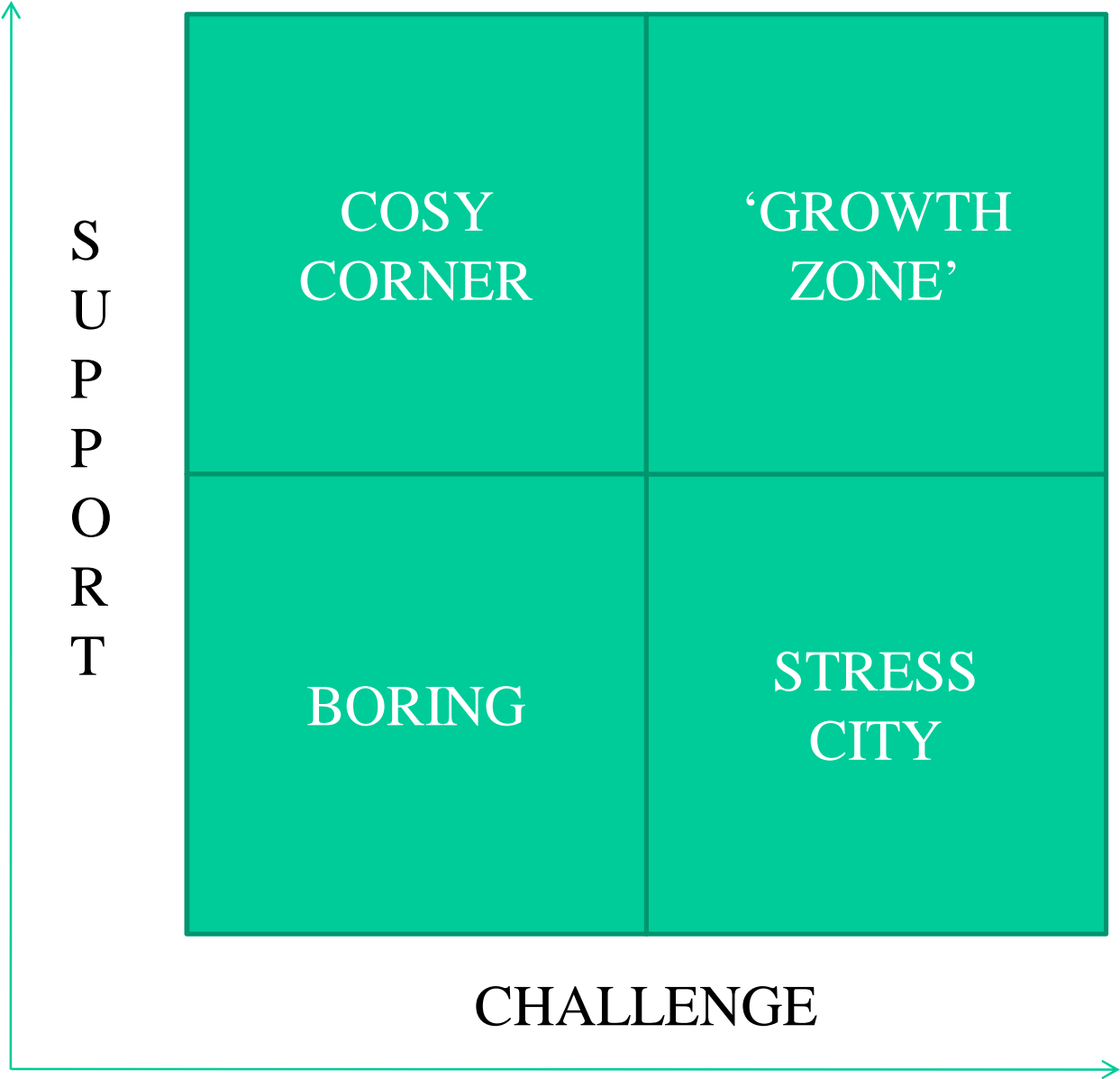
Honest

Challenging

Action Orientated

Raising Awareness

Belief and Responsibility for Creating Change



Goal



Reality



Options



Will

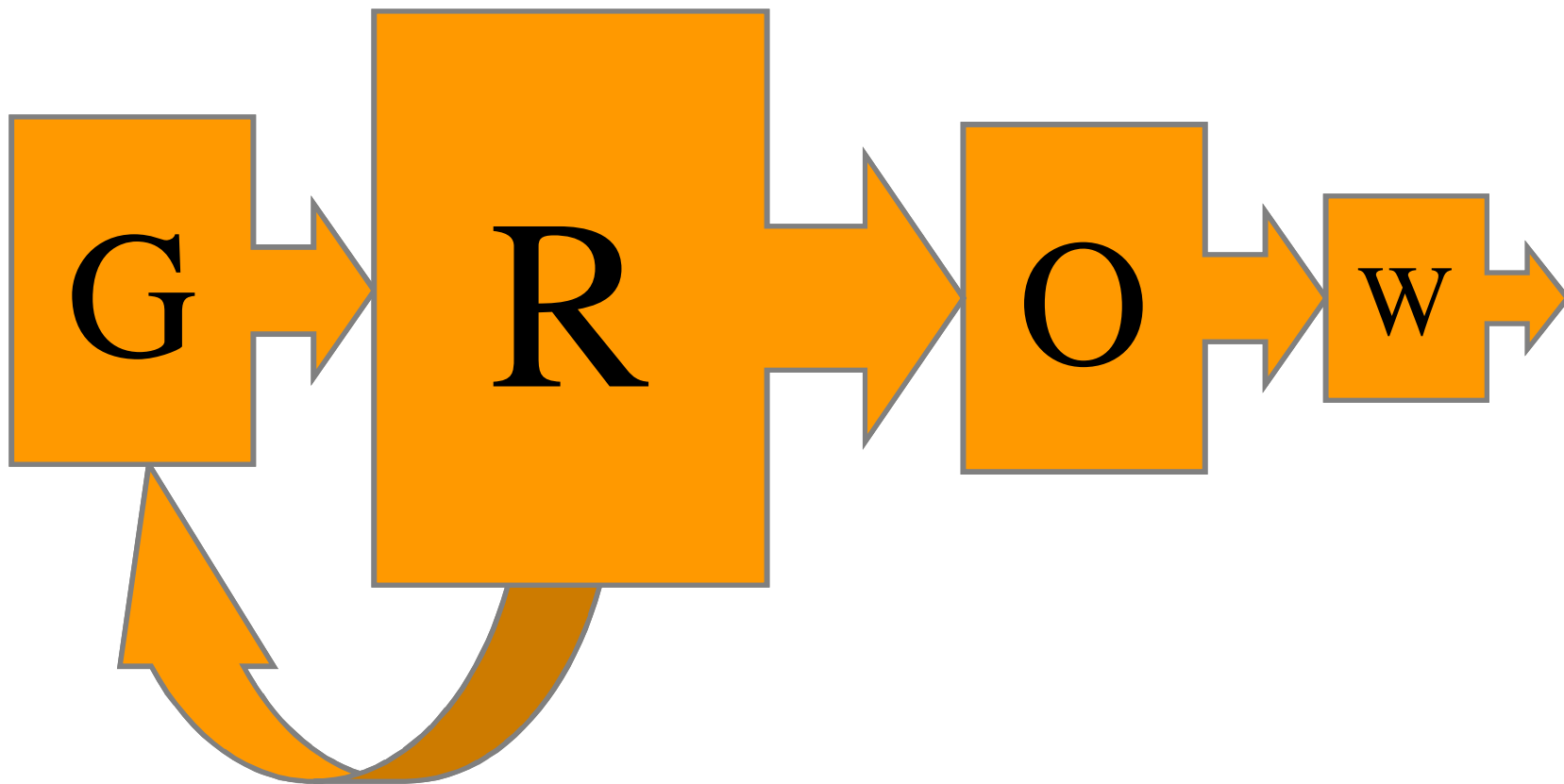


- Focus the issue to address

- What's currently happening

- Possible courses of action

- Decide on actions



Key Concepts

The coach's role is to ask questions in order to raise awareness and to generate responsibility.

The coach should avoid leading questions and use closed questions with care.

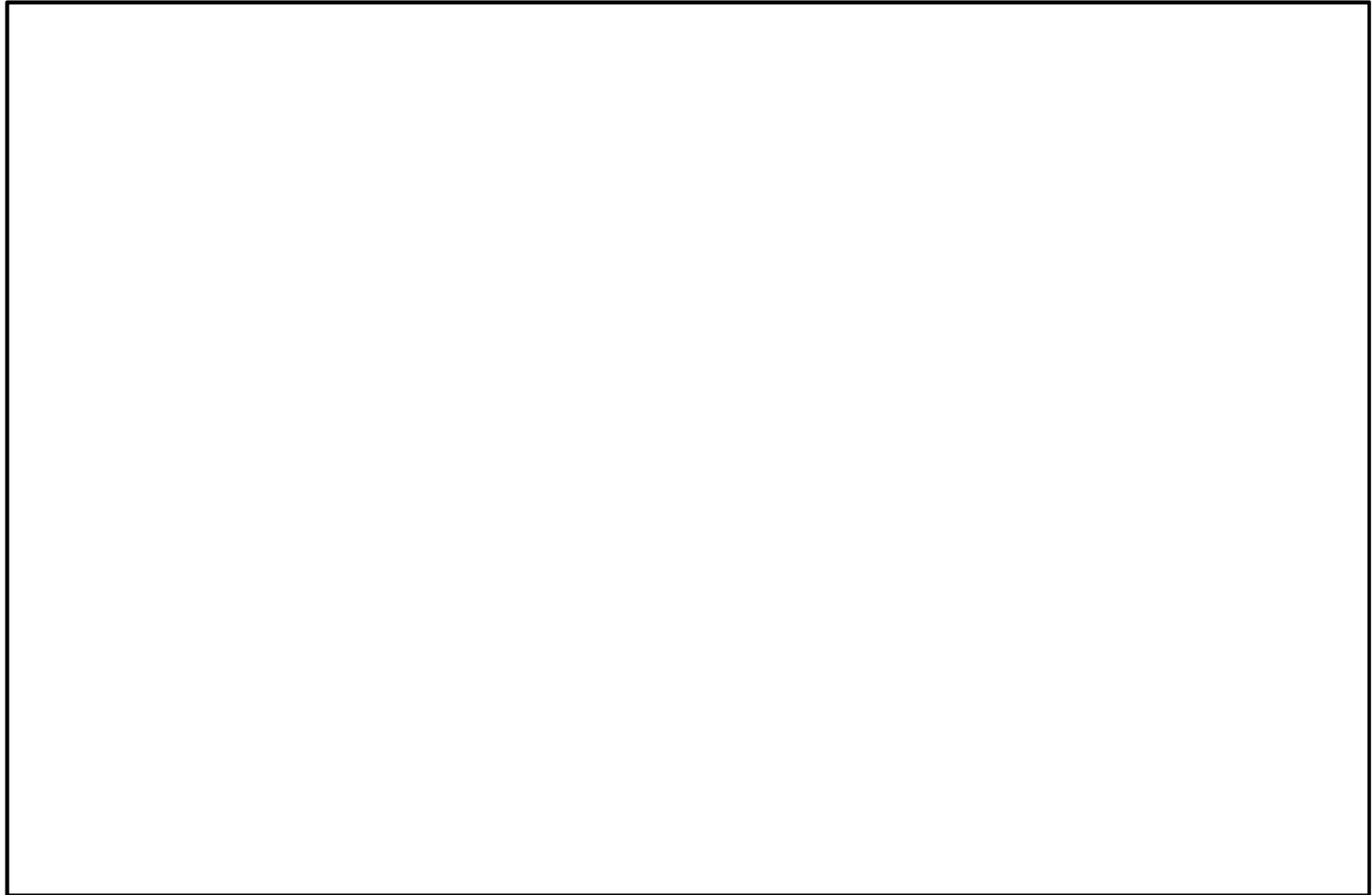
The coach should do more listening than talking.

The coach responds to what is said rather than following their own agenda.

What's your current **reality**? Take some time to further explore your current reality including key stakeholders. We suggest you draw this out and overlay how you'd like things to change.

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As you move forwards, what one thing would your guardian angel suggest you do, that they know if you did on a **regular basis** would make a tremendous **positive** difference to your work ?

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What other **goals** do you have for the year ahead that really excite, motivate and stir you to action? What is it about these ideas that motivate you? What are the benefits of change?

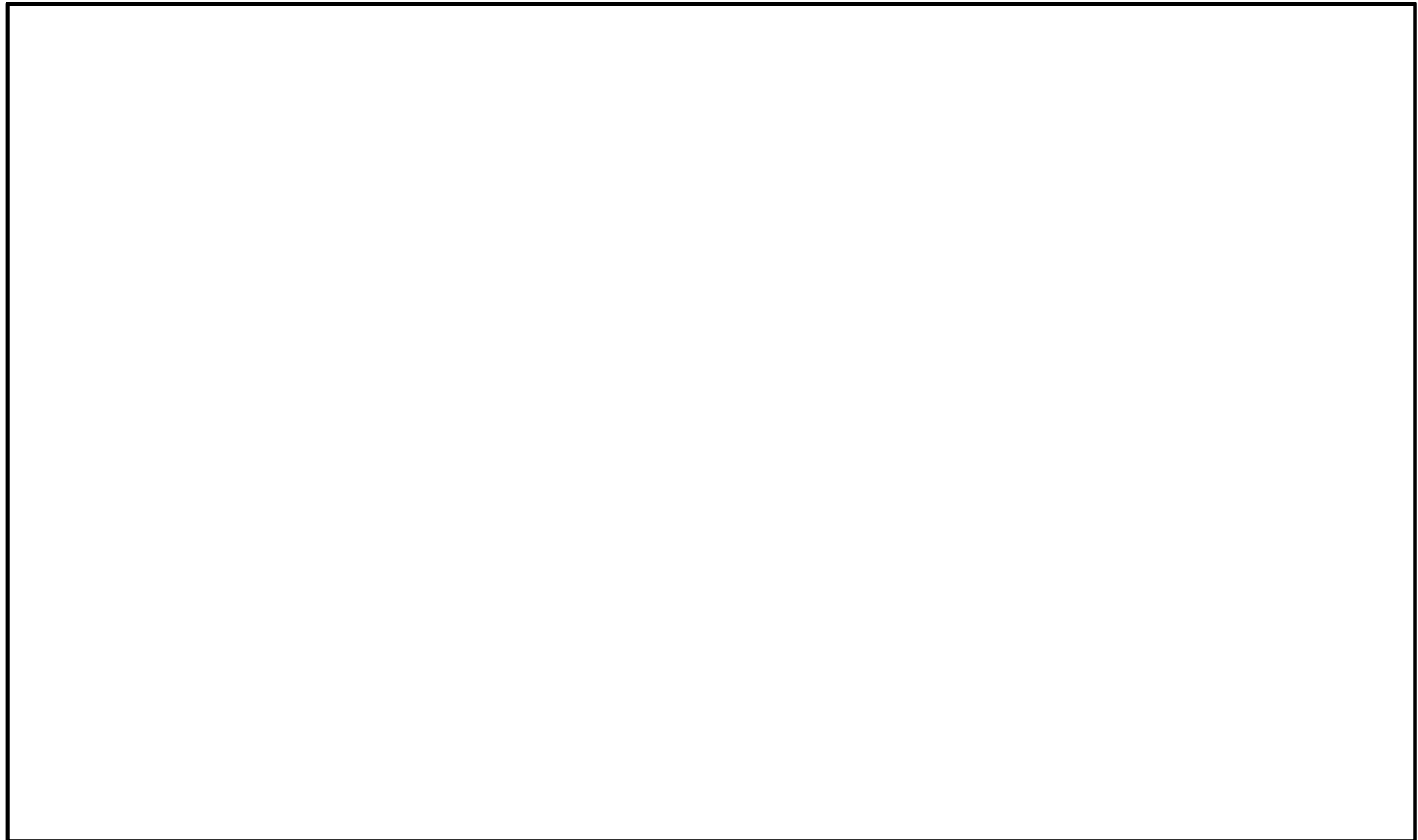
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Imagine a year ahead, and the year has been a great success for you:

What changes do you see around you?

Of these, which strikes you as the most significant and valuable?

How did you make the changes happen?

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Back to the present

So, what do you need to do to move forwards right now, and to ensure you continue on a developmental pathway?

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