



# Why is coaching important?

Webinar 1



# Different ways to lead

Adapted from Goleman 'Leadership that gets results'

Commanding	Pacesetting	Democratic	Affiliative	Visionary	Coaching
					
Do what I tell you	Do as I do – quickly!	Let's decide what to do together	Let's do what's best for everyone	Let's do what will help us reach our goals	How can I help you do it better?
Negative impact	Positive impact	Positive impact	Positive impact	Strongly positive impact	Strongly positive impact

**MENTORING:** can when appropriate involve offering guidance and giving advice to help solve problems

## NON-DIRECTIVE

Listen to understand

Reflecting

Paraphrasing

Summarizing

Asking questions that raise awareness

Making suggestions

Giving feedback

Offering guidance

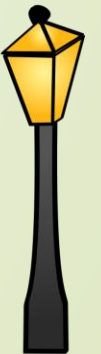
Giving advice

Instructing

## DIRECTIVE

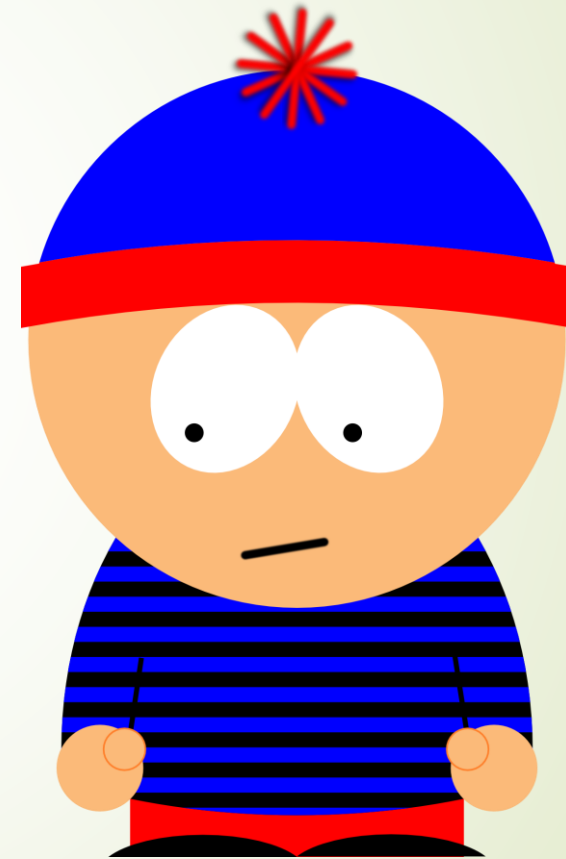
**COACHING:** Helping the person find their own solutions to problems

Two charities: look similar...





Things can be different...





# What is coaching?

## **Coaching is...**

“a process that enables learning and development to occur and thus performance to improve.

To be a successful a Coach requires a knowledge and understanding of process as well as the variety of styles, skills and techniques that are appropriate to the context in which the coaching takes place”

Eric Parsloe, *The Manager as Coach and Mentor* (1999) page 8.

# Getting the most out of the course

- Know what you need
- Be prepared to try new things
- Get involved
- Ask – no such thing as a silly question!

