

IMPACT By Coaching



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Coaching Leaders To Lead

The concepts of coaching are often **the basics of leadership: listening, asking questions, sharing stories, setting goals with specific actions, and follow-up.** The basics are just that, the BASICS! The fundamentals haven't changed no matter the situation.

Internal coaches have an "inside" view to the many challenges of the organization and its people. You may be seen as someone who seemingly finds solutions with ease and clarity. That may be true or it may be that **you have a solid understanding of the basics of leadership and people.**

Now that the economy has changed, **everyone is seeking ways to improve efficiencies.** Organizations **need more ideas, more focus and a positive attitude from everyone to stay the course.** They want people to contribute more, focus on what they can do, and understand how they make a difference to the organization.

Coaching leaders to create a sense ownership and shared effort is a leadership component no matter what changes need to be made. **Helping leaders to return to the basics of leadership may be the key! So let's revisit some of those now.**

Basic No. 1: Take Charge. When you need immediate results, provide clear direction with specifics for what is needed, who will do it, and by when is it needed. Immediately? How soon is that in minutes, hours or days? **Taking charge in an emergency** is a must or in turnaround situations that may need a kick-start or when dealing with problem employees.

Basic No. 2: Point the Way. Create a compelling story with visuals to move people towards a shared goal. Change is all around us and **people need to revisit the "dream"** often to keep their sense of direction. Your job is increase motivation and unite everyone so that people keep moving forward.

This article has 565 words and should take 4.0 minutes or less to read. A small price for knowledge!

Basic No. 3: Get Buy-In. Want commitment? Then seek input and use the information to make decisions that impact quality, safety, and satisfaction. While you can't please everyone, you can **hold meetings that allow voices to be heard;** as long as they also understand that decisions may not please everyone, but will be best for products or services.

Basic No. 4: Create Harmony. Perhaps you work in an area where everyone got along. Any blips in harmony are quickly handled and harmony returns. **Reality is that most workplaces seek harmony on a daily if not hourly basis!** The quality and frequency of communication can make or break a sense of community, trust, and openness among group members. Leaders who don't like conflict may need to **revisit conflict resolution skills and work with you, the coach,** to develop more confidence when conflict occurs.

Basic No. 5: Develop People. Leaders have the responsibility to develop and grow people. Motivation experts tell us that **people contribute, perform, and excel when they feel their talents, and skills are fully utilized and appreciated.** In addition, they enjoy their work, their families and their communities because someone like you is providing support and coaching to make it happen.

So it's back to fundamentals. Coach leaders to lead and facilitate change or transition with an eye to the Basic Five!

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