

Introduction to LEADERSHIP COACHING

What is coaching?

Coaching is helping an individual create a path for personal/professional change. It is an individualized learning process resulting in improved performance, and/or personal growth for the individual and improved results for the organization. Coaching helps an individual build their internal resourcefulness.

Coaching supports individuals in their efforts to learn a new skill, improve current performance, and grow into their future performance.

What is the difference between mentoring and coaching?

Similarities

- Both use questioning techniques and active listening
- Both involve a positive experience where individual growth takes place in a safe environment with individuals who care about each other

Differences

- A mentoring relationship is usually between a seasoned “pro” and novice. In Coaching the individuals are more on equal terms.
- A mentor provides advice and instructs or directs mentees. The coach stimulates the individual to determine their own path of learning.
- Mentors develop plan of action for the mentee. With coaching the individual develops their own action plan with the support of the coach.
- A mentor actively helps with problem solving. In coaching the individual is stimulated to solve own problems by identifying alternatives and assessing best course of action. At times the coach allows the coachee to fail.
- A Coach asks questions and listens – coachee supplies answers.
- A Coach will suggest actions but the coachee makes final decision as to action.

Who can coach?

While we all coach personnel at times, professional coaching requires training. There are numerous training/education programs and certification processes. The International Coach Federation (ICF) is the most popular in the coaching world and has standards for training and certification.

While there aren't requirements for certification many professionals are certified or graduates of course which offer post graduate certificates.

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What is the coaching process?

There are several widely used coaching models depending on school of practice. Over all the process usually entails;

1. Individual feels there is an issue (s) where they need outside assistance
2. Coach helps individual identify priorities and underlying issues
3. Coach helps individual determine options
4. Work on agreeing on course of action
5. Coach holds the individual accountable for follow thru.
6. Coach supports and encourages the individual.

The process consists of the coach using effective questioning and listening techniques. The coachee has the answers – the coach helps the client discover them.

Coaching fees:

Coaches charge rates vary anywhere from \$100 – 300 per 50 minute session. Some coaches offer individual packages at reduced rates or corporate packages. The IAFC is grateful to the Dallas Chapter of the International Coach Federation for making coaching available to FRI participants at this special rate.