

What is Coaching Summary

Shifts Required

<i>FROM</i>	<i>TO</i>
Fix It	Let it Go
Know the Answer	Be Curious
Judge	Listen to Understand

Coaching Leadership Style	
WHAT it is	A conversational framework that fosters a trusting partnership with your team members, colleagues, and supervisor. It inspires others to maximize their personal and professional potential through self-awareness and personal responsibility for action and change.
WHY use it	<ul style="list-style-type: none"> • Recruitment and retention of top talent • Strengthens trusting and respectful relationships • Strengthens individual and organizational accountability • Builds leadership bench strength
WHEN to use it	<ul style="list-style-type: none"> • Address performance gaps, such as a challenging relationship with another person, difficulty meeting productivity or customer service standard, or quality of work. • Professional and personal development, such as annual review, goal setting, and goal monitoring throughout the year. • In the moment to reinforce or adjust performance/behaviors for future effectiveness – to reinforce strengths, address performance gaps, or discuss professional and personal development aspirations.