

LEADERSHIP COACHING

7 MYTHS AND FACTS

IMAGINE leading a team that **automatically adjusted** to and overcame new challenges. You **stopped micro-managing** and time became available to **focus on important goals**. Picture a **world that has opened up** to you, one where you could **identify and capture opportunities** in both your professional and personal lives.

Today, many individuals like you have experienced such results from Coaching, and although Leadership Coaching is a commonly used phrase, few can explain it. So let's begin by shedding some light on a few key ingredients to success.

MYTH

Leadership Coaching and Leadership Mentoring are the same.

An executive or manager would only work with a Leadership Coach when they are showing poor performance.

A professional can undergo Leadership Coaching for the duration of their career.

An organisation should always use external Coaches to develop their leadership pool.

Learning how to coach does not improve the leadership capabilities of current leaders.

Coaching is only useful in a specific coaching relationship context, and leaders don't have the time to sit for long, one-on-one sessions.

It does not really matter which coaching course I complete.

FACT

1

A mentor dips into their experience, wisdom, and knowledge in order to guide their mentee.

A Leadership Coach gives their coachees a chance to examine what they are currently doing, in the light of their intentions, and enables them to see what they could do differently.

Coaching is about contributing to an individual's growth in a respectful, dignified, and effective way.

2

A coach can be a powerful tool for unlocking the full potential of a high-talent individual.

Leadership Coaching is a skilful methodology that involves the development of increased competencies in the person being coached, and others around them, so that the leader is more effective and fulfilled.

One key way this is done is by enabling a coachee to notice how their 'way of being' enhances or hinders what they want to accomplish.

3

Ideally, the length of your coaching programme depends on the depth and complexity of the challenges you wish to work on.

We recommend a minimum of 6 months for coaching. Many people choose to work with their coach for 9 – 12 months. If you are undergoing a particularly challenging obstacle, you may need a coach for 12 – 18 or even 24 months.

But if, after 24 months you are still feeling the need for a coach, ask yourself if there is a chance that you are becoming dependent on your coach. Your coach might be taking the role more of an advisor and expert guide instead of a coach. Of course, if you receive valued advice, and wish to continue, do so – just don't call it coaching!

4

An organisation can establish an internal programme of Leadership Coaches to support sustainable growth and development.

For example, Centre for Coaching research has shown that with the use of a coach training technique called Coaching Circles, organisations can establish a cost-effective solution to develop and retain high-potential employees.

5

A cornerstone in learning how to coach others is first learning a great deal about yourself. A leader must learn how to engage and build meaningful relationships with others and acquire the skills to establish and maintain mutual trust, respect, and freedom of expression.

Imagine the impact of a leader within an organisation who is able to clearly and consistently develop and sustain such relationships not only when coaching, but in life itself.

6

Many professionals acquire coaching skills to better build the capabilities of the people with whom they interact, thus becoming more effective and efficient at what they do. For example:

- Leaders and managers working to support and sustain the development of their staff
- Human resource specialists looking to expand capabilities throughout their organization
- Consultants and private practitioners wanting to support client growth

7

For individuals who are serious about their self-development and the development of others, we suggest the following considerations when choosing a coaching course:

- The style of coaching aligns with your own natural philosophy, even if not yet to your skill set.
- An Accredited programme ensures your work is recognised internationally, the course is of high quality, and you are guided by practicing professional coaches, not 'chancers' without qualified experience.
- An ample number of hours / requirements for face-to-face and group sessions. Both have shown to improve retention and practice of an individual's coaching skills and competencies.

For information about becoming a Coach or undergoing coaching in order to boost your performance in life, contact the Centre for Coaching at:

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