

Boss to Coach: Champion a Coaching Culture

COACH BREAKDOWN

C onnect

O utcome

A wareness

C ourse

H ighlights

What do you think employees need that they are not getting?



“The purposes of a person’s heart are like deep waters, but one who has Insight draws them out.”
- Proverbs 20:5

Employee Research & Needs:



What makes conversations with your employees powerful?

- ▶ What does coachability mean to you?
- ▶ What does it take to become a better coaching client?

50%

50% of the Strengths Coach Approach is comprised of **Questions** while the other half is **Direct Statements**.



What do conversations sound like when you're a BOSS?

1. “What’s on your mind?”
2. “And what else?”
3. “What’s the real challenge for you?”
4. “What do you (really) want (from me)?”
5. “How can I help?”
6. “If you’re saying yes to this, what are you saying no to?”
7. “What was most useful for you?”

7 Strategic Coaching Questions

What do conversations sound like when you're a COACH?

More than 4 in 5 (83%) of organizations plan to train leaders/managers in coaching skills in the next 5 years.

5 Types of Coaching Conversations

- Onboarding
- Quick-Connect
- Check-In
- Developmental Coaching
- Progress Review

For more information, connect with Brent O' Bannon on LinkedIn



Counseling: When did you crash and get hurt on your bike? How did it make you feel?



Mentoring: This is how I ride my bike, do what I do.



Consulting: This is what is wrong with your bike riding, follow my system and recommendations for improvement.



Coaching: Where do you want to go?

What's the Difference Between Counseling, Mentoring, Consulting, & Coaching?



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