

# Why Coaching Your Team is Critical

Organisations and businesses are better places when leaders coach.

✓ **Coaching is about performance and turning potential into performance.**

People who are coached by their managers perform better than those who are not coached.

And, interestingly, simply taking a genuine interest in your people in itself can generally improve their performance.

There are plenty of significant benefits to be gained by developing as an effective coach. Here are just some of them:

- Improves motivation, relationships and communication across your organisation
- Gives you more time as a manager/leader
- Encourages greater flexibility and adaptability to change
- Improves the level of performance of your team
- Makes team members' work more interesting
- Increases confidence
- Empowers team members – people like to have a direct say in what's happening
- Encourages people to take responsibility for their own development
- Helps engage and retain good people – good people stay longer
- Builds a foundation for new skills development
- Provides ways of solving problems and exploring new opportunities

Staff who are coached feel appreciated, more valued, and care about their contribution.

✓ **And a person who feels appreciated will always do more than is expected.**

Before we take a look at an effective coaching process, in our next Leadership Minute, let's begin with a discussion with each of your team members. Try this exercise with your team.

## Take action now:

*Give each team member a copy of the worksheet and have them individually answer these 4 questions:*

- 1. What part of your job do you enjoy most?*
- 2. What part of your job do you enjoy least?*
- 3. What part of your job would you like to see change?*
- 4. What part of your job would you like to see stay the same?*

*And then have a (non-judgemental, open) one-on-one discussion with each and discuss their responses.*

# COACHING AN INITIAL DISCUSSION

Ask each of your team members to individually answer these four questions.

Then use their answers and comments as the basis of a one-on-one conversation.

Team Member name:	Date:
<b>1. What part of your job do you enjoy most?</b>	
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<b>2. What part of your job do you enjoy least?</b>	
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<b>3. What part of your job would you like to see change?</b>	
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<b>4. What part of your job would you like to see stay the same?</b>	
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<b>Notes</b>	
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Print copies of this page for each team member.