

Executive Coaching Resource and Skill



WHY TIGER WOODS HAS A COACH

Tiger Woods

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- World Class Successful Golfer
- Always improving his game
- How his coach makes a difference for him.
 - Permission to coach him – 3 C's
 - ✦ creditability,
 - ✦ competence,
 - ✦ commitment

What does Butch Harmon Do?

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•Listens for the concern	Observes the behaviour
Asks for feedback from Tiger	Gives feedback on what he saw
Ask what new outcome Tiger wants	What has worked for Tiger in the past?
What would he be willing to experiment with now.	Now committed to making a change is he?

Does he have the right tools and resources to make the change.

What else does Butch Harmon Do?

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•Accountability	Gives encouragement
Looks for alternatives	Be natural, stay focused
Plan for the unexpected	Practice for the unexpected
Minimize his weaknesses	Capitalize his strengths.

Why Leaders – Need Coaches

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- Resource and a Skill
- Game is always changing
- Need others to make you successful
- Relationships are complex
- Feedback
- Desire to improve

Ways Adults Learn

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- Repetition
- Shock
- Inquiry

- Habits of a lifetime may not work in the new role new team or new situation.
- Strengths, habits and behaviours that got you here won't necessarily get you to the next level.

Coaching Process

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- Determine what you want to be coached on.
- Clarify expected outcomes
- Specify steps in each session

Coaching Process

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Organization/Sponsor	Client	Coach
<ol style="list-style-type: none">1. Committed to support.2. Notice, re-enforce new behaviours and support to others.3. Stay the course and committed. Give appropriate feedback.	<ol style="list-style-type: none">1. Be committed - uncomfortable.2. Be their word in their commitment to take actions designed.3. Do what they say.....4. Don't quit on themselves even when it's hard. Work for the breakthroughs.	<ol style="list-style-type: none">1. Creates a safe strictly confidential place to explore and discover.2. Hold the client to their best. Ask the uncomfortable questions. Tell the uncomfortable truth.3. Stand for the client being the best they can be in the matter.

Coaching Process

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- Establish current state
- Usually 2 weeks with regular check in for progress and support.
- Coaching engagements usually 3-12 months
- Support and encouragement.
- Interrupt automatic habits and instinctive responses.
- Regular measurement of progress towards goal(s)

Summary

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- Business Coaching is a Resource and Skill for Leaders.
- The Best Use it for themselves and their teams
 - Get Even Better
- Imagine

Questions

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