Forward Thinking and Planning

One of the key ways you can have a positive impact on your team and the organization is by operating more as a *"Coach"* than a *"Manager"*. A study conducted by Bersin & Associates showed that organizations with senior leaders who coach effectively and frequently improve their business results by 21 percent as compared to those who never coach.

Shifting from Supervisor to Coach	
What it is NOT	**What it IS**
• It is _not_ therapy! • It does _not_ focus on the past • It is _not_ about competition against others	• Deals with the future • Creates a future in keeping with a person's vision and goals • Includes teamwork, going for the goal and being your best • Focuses on strengthening skills and unlocking one's potential

The Role of a Coach	
Who is the COACH?	**Who is the CLIENT?**
• Supervisor (You!) • HR Partner • Supervisor, manager or colleague with proven track record of effective coaching • Professional coach outside the organization	• Anyone looking or needing to make improvements in their performance. • Anyone looking to develop professionally. • Anyone needing to talk through a specific situation at work.

There are numerous advantages for supervisors who make an effort to coach their employees, including the following four value-added skills:

1. *Employee Motivation*: **Sharing the intent and purpose** behind the coaching process— i.e. accomplishments, growth, strategic planning.

2. *Leadership:* Encouraging employees to complete a **self-assessment** so conversations becomes a **meaningful two-way discussion** and spend more time looking to the future.

3. *Strategic Planning:* **Translating vision** into realistic business strategies and goals/objectives.

4. *Change Management:* **Listening to employee's point of view and asking questions** that gain insight and data to assess where they need support, improved processes, added resources.