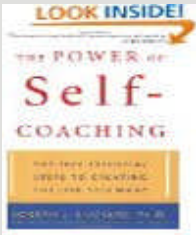


This article has 911 words and should take 3.7 minutes or less to read.

A small price for knowledge!

Featured Book:



[The Power of Self Coaching: The Five Essential Steps to Creating the Life You Want](#) by [Joseph J. Luciani](#)

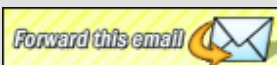
Upcoming Classes

[Registered Corporate Coach Training](#)

November 17-18
Cleveland, OH

[Leaders Coaching Leaders Training](#)

December 2-3
Cleveland, OH



to colleagues you know who'd benefit from either or both of these programs.

Making Coaching Stick

One of my clients made the recent decision to introduce a coaching program for several managers. After walking through the components of the program; tools, number of coaching sessions, and milestones, she asked, "**What will be a return on this investment? Will people actually change their behavior and attitudes in order to have better relationships at work?**" Good questions. Not so easy answers.

While coaching can have an impact on immediate behavioral changes, the real question is will the time and money spent have a long term benefit. A simple answer is, "It depends." **At the same time the organization is investing in the process, the manager must invest in the work and remain committed to the investment.**

We start by introducing the manager to the process. We discuss potential benefits as well as reviewing expectations to gain commitment. We want this to be successful not only for the time we will be working together, but for the long haul - "to make it stick". **Here are seven discussion points that I use for long term success.**

Make it IMPORTANT. If you want to make it stick, then coaching needs to be both important and a priority. Important because it's an investment of time and effort; your company or you may be paying for the services. Either way, a return is expected in a form that serves both you and your employer. **Make it a priority because it is "your life"**. It doesn't matter if you are the CEO or an experienced manager, the foundation and principles are the same.

Start With Desired Outcomes. It's really the first step. **Determine desired outcomes as a result of time and effort invested.** How will these outcomes impact performance and productivity? How will they affect desired goals of the organization? What resources are available? What additional resources might be needed and where do you find them? Who might be involved and what obstacles should be considered? What actions are needed and in what time frame? How will success be measured?

Three R's - Record, Research, and Resources. Begin by taking into account what you already know about yourself (record). What has worked in the past as well as failures. Engineers focus on potential defects so they can construct ways to overcome problems that may arise. The same applies when it comes to coaching new behaviors. As the coach, **I want to find out what success patterns you have developed, as well as the challenges you have encountered** (research) - successful and unsuccessful efforts (resources). Together we can explore types of actions, behaviors or environmental factors that inspire as well as those that will test any new behaviors (resources).

Inform and Communicate Goals. Whenever you are on a path of self development, there are two kinds of people you will find along the way. People who want to know the why, what and how you are doing; and people who wait to see you fall back into old patterns. When you are setting goals for new behaviors, i.e. improving communication skills or leading meetings more efficiently, **it is helpful to share your goals with a few close associates.** Why? To obtain understanding as you begin to practice new behaviors and to obtain feedback on what is working and what you can do better. You will be surprised how many people will root for the new you! And the naysayers will be surprised that it happened at all.

Observe and Monitor. Remember the objectives and planning? The measurements? That is how you base your observations. One way to track everything you have put into place is to journal your success. The initial plan for behavioral change comes with many

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challenges. The desire and discipline to put new practices into place. The willingness to seek feedback and act upon the feedback. The pull of the old and familiar versus the new and difficult can provide new data about ourselves as we note the changes along the way. Let your journal record those moments and review them on a weekly basis. Your observations provide insight and determination to "make it stick".

Choose Your Attitude! Having a positive attitude goes a long way. A positive attitude is enthusiastic, filled with urgency and drives you to take action. You could go through the motions and pretend you are making a change and remain as you are. Or **if your desire is to have a richer, more fulfilling life then choosing an "I can" attitude will keep your energy up and propel you forward.** You have the ability to make better choices at every moment every day. Making a change in behavior and attitude is a choice. Your choices will bring you more joy and happiness to your life and to those around you.

Believe in Yourself. Change is difficult for each of us. Even the most passionate champion of change recognizes the challenges of change on mind, body and spirit. Being your best is a priority and a call to action. If you are someone seeking and needing to make changes in your life; if you don't like how things are, change it! And remember three things along the way:

Be kind to yourself when old behaviors slip in, be rigorous in staying with your goals and actions and be ruthless in believing that you can do it.

Coaching has the ability to totally transform every area in your life - and it all begins with you to make it stick!

Sherry Greenleaf

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Seeds of Success:

"Be not afraid of changing slowly; be afraid only of standing still."
-- Chinese Proverb

"Optimism is essential to achievement and it is also the foundation of courage and true progress." -- Nicholas Murray Butler

"A good intention clothes itself with power." -- Ralph Waldo Emerson