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The Coach Equation

Solutions for the performance puzzle

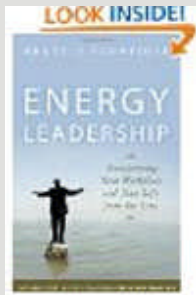
September 2010

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This article has 922 words and should take 3.7 minutes or less to read.

A small price for knowledge!

Featured Book:



[Energy Leadership: Transforming Your Workplace and Your Life From the Core](#)

by **[Bruce D. Schneider](#)** (Hardcover Nov. 9, 2007)

Upcoming Classes

[Registered Corporate Coach](#)

Back to School - Key Coaching Principles

School has started. Actually, many schools started two weeks before Labor Day weekend. It seems that summer has become shorter and shorter or maybe it's because the traditional start of school after Labor Day has changed to fit today's family.

The old system was

based on a farming culture. Many hands were needed to make the most of harvesting crops before the end of summer. And those hands included family members of all ages. Thus, the tradition of waiting to start school after harvest was an important one.

Like the start of school when teachers review key areas of reading, geography, math, and science, it is our turn to review some Key Coaching Principles.

Most People Don't Really Know What They Truly Want

I recently read an article that focused on the challenge of many coaches: helping people discover what they truly want. Many people do not take time to consider what they truly want simply because of pressures at work or with the needs of their family. Their complaint - no time to think and

consider what they want. Finding quiet time to think or to ponder is difficult. That's where using a Balance Wheel can help. Several coaches in the last month have shared that their clients were not sure of what a coaching session would provide until they began the process. Using a Balance Wheel in the first session opened doors to possibilities. A coach can help clients discover possibility. It's usually that simple.

Sometimes The Client Has The Answer, Sometimes The Coach Does

Many coaching schools teach that the "client has the answer". All you have to do is ask the question. In reality, if that were true, then why do people seek advice, attend workshops and seminars, read books on leadership, or pursue personal growth. Because we don't have the answer or at least all the answers, some people like me need an opportunity to talk it over. I may have an idea

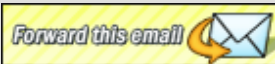
[Training](#)

November 3-4
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about a project or an idea about our next family vacation and it's important to bounce those ideas off an impartial objective listener. Solutions may come from something that I thought would work. More often, it comes from my coach. When my coach shares an experience or a story about a similar issue, I gain insights and ways to handle the issue at hand. It doesn't really matter where the answer comes from - from me or from my coach - only that I have an answer!

[When The Client Properly Defines Success, Coaching Becomes Easy](#)

Success has nothing to do with deservingness, privilege or background. One question that new coaches have asked is, "How do I know my client is successful". The easy answer is when the client declares it. However, success is better explained by the work that both the coach and the client take before the session begins.

The client begins by preparing and submitting a "client prep sheet". Taking time to review actions taken or small and large goals achieved provides a back drop for the coach. **The Prep sheet acts as a journal of success.** The client has a document that lists achievements and outstanding goals that are pending. More importantly, it provides direction to the coach for the purpose of the session. "What do I need help with today?" Clients who prepare have more successful outcomes from the coaching sessions.

The coach needs to prepare as well. Removing distracting papers or notes on your desk, reviewing notes from the last session, and reading the Client Prep Sheet. Preparation means less distraction. Coaching becomes easy when client and coach are prepared.

[What Clients Really Want Is Your Presence](#)

Preparation allows you to be present with your client. When you are prepared and present, the coaching session takes on its own depth and power. Your attention is focused, you deeply listen, question to clarify and illuminate, and share stories that encourage or support. Your client feels heard, valued, and supported. I learned that if my clients "really" felt that I was there for them, they felt served and trusted me even more. What does it mean to be present exactly?

- To listen attentively and deeply
- To share observations/what you are sensing immediately
- To make seemingly over the top suggestions/requests to see if they'll play
- To always be ahead of them in terms of what's next
- To master the coaching skill set so that value is continually being added, far exceeding the client's expectations

Overall, What Are The Key Principles Of A Successful Coaching Session?

Help clients define what they really want. Be attentive to the intuitive - yours and theirs, show up prepared and be present to the needs of your client. It's attention to the basics and key principles of coaching - show that you care!

Sherry Greenleaf

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Seeds of Success:

"When we do the best we can, we never know what miracle is wrought in our life, or in the life of another."

--Helen Keller, American Writer

"One-half of life is luck; the other half is discipline - and that's the important half, for without discipline you wouldn't know what to do with luck."

--Carl Zuckmayer, German Dramatist

"To give real service you must add something which cannot be bought or measured with money, and that is sincerity and integrity"

--Donald A. Adams