

Leadership Coaching – Shattering Some Myths

So what is exactly Coaching? The Greek philosopher Socrates believed the best answers lie within the individual themselves. A good coach helps to unlock a person's hidden potential in order to maximise their performance. This is done by supporting the "Coachee" to clarify their goals, discover any limiting core beliefs or attitudes, gain a broader perspective, more clarity on complex issues, tackle blocks to change, design strategic plans and find their own unique solutions.

It seems that with the rapid acceptance of Coaching as a management tool and support system, there are a lot of trainers out there calling themselves coaches, who do everything BUT coach. This can be very confusing and sometimes negative for those who have received such a so-called "coaching" session.

I have heard so many confused definitions of coaching from clients perhaps it's time to put the record straight and shatter a few myths that have appeared in the last few years.

1st MYTH

"Giving advice is all part of a coaching session."

WRONG

One of the most powerful elements of Leadership Coaching is the intention to support the Coachee to find their own answers and/or clarity. A good coach does not give advice, as this takes the power and responsibility away from the Coachee and they automatically stop searching for answers themselves. Also **my** solution is not necessarily **your** solution. In fact my solution is usually going to be much more effective than following someone else's idea. Gathering ideas and information as part of a decision-making process is valuable, yet you are the one who has to implement the decision you make.

2nd MYTH

"As a Management Trainer I can switch to coaching without changing my style or my beliefs." NOT TRUE!

A good coach has a deeply held belief that the Coachee knows the answers to their challenges, and their job as Coach is to help them find those answers.

Listening carefully to the Coachee for key points or "**Cherries**" as I call them, asking good **questions** and **following** the Coachee's thoughts and ideas is the style of a good coach.

This is completely the opposite belief and therefore behaviour that is seen by the majority of Management Trainers and Consultants, who believe their role is to impart knowledge, information and opinions.

3rd MYTH

"Coaching and mentoring are basically the same thing."

THEY ARE TOTALLY DIFFERENT!

Mentoring is based on sharing your knowledge and experiences with someone from your own perspective. If the circumstances are similar this can be very helpful.



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Coaching is sharing your ***not knowing the answers*** with someone!

As I tell my workshop participants, coaching is not always appropriate. Sometimes instructions or mentoring are the best action to take – these I don't have to teach anyone how to do! Coaching however is something most people have not learnt and is a vital tool to have available, whether you are a manager, leader of people, partner or parent.

The experience of supporting someone to make a breakthrough or find their own answers to an important decision is so exciting and rewarding – I can't imagine working any other way.

If you are interested to know more about the KAGAMI Coaching workshops for Managers, or to experience a Private or Leadership Coaching session, please contact the KAGAMI Office.

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