

Self-Directed Work Teams: Coaching is Everyone's Business

Are you keeping up with the tasks in front of you? Do you need help jump starting your work on the team beyond today's "status quo?" Are you working with a team member who could benefit from developmental or performance coaching? In the complexity of today's workplace needs and with the emphasis on multitasking anyone's work can become overwhelming! Here's how coaching can help.

What is coaching? Coaching is a process of dialogue between a coach and a client, in which the coach helps the client:

- Identify his/her goals (for professional and/or personal growth)
- Get feedback
- Generate options
- Choose among options
- Design a plan of action
- Work through obstacles along the way
- Reach their personal and professional goals.

What tools can be used to supplement the dialogue?

- Personal style inventories (e.g., Myers-Briggs Type Indicator).
- Individual action/development plan.

What format is used?

- Coaching is done in person and/or by telephone.
- The initial session is conducted to ascertain need and appropriate fit between client and coach.
- Subsequent sessions are generally 45-60 minutes long, once or twice a month, at a time and place to suit client and coach.
- The total number of sessions is a mutual agreement of the coach and the client.

What distinguishes successful coaching?

- Good use of the client's experience, insight, and wisdom.
- Good use of the coach's experience, insight, and wisdom.
- A trusting relationship between the client and coach.