

Lead or Coach: YES!

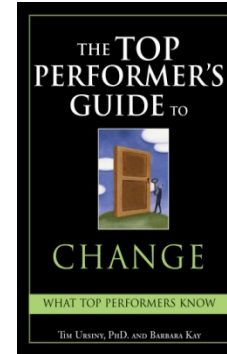
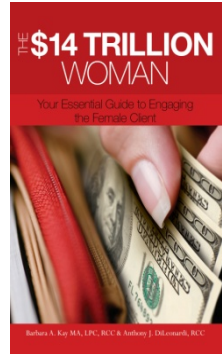
Two Distinct & Powerful Roles

BARBARA KAY COACHING



Barbara Kay Coaching

Leadership
Productivity
Teams
Clients



Professionally trained in Clinical Psychology and Coaching, publications include journal articles and two books, *The Top Performer's Guide to Change* and *The \$14 Trillion Woman: Your Essential Guide to Engaging the Female Client*. Barbara works with:

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What is Coaching?

“Partnering with clients in a thought-provoking and creative process that inspires individuals to maximize their personal and professional potential...”

Coaches honor the client as the expert in life and work and believe every client is creative, resourceful and whole.”

International Coaching Federation www.coachfederation.org



How Coaching is Different

Coaching vs. Other Roles:

Directive

Leader

Manager

Mentor

Consultant

Trainer

Non-Directive

Business Coach



How Coaching is Different

Coaching is Appropriate & Powerful for those who have:

- 100% Freedom of Choice
- Full Competence & Capability
- Time to Discover & Explore Strategies
- Full Engagement in Coaching Process
- Desire to Grow & Develop

Coach believes Individual is:

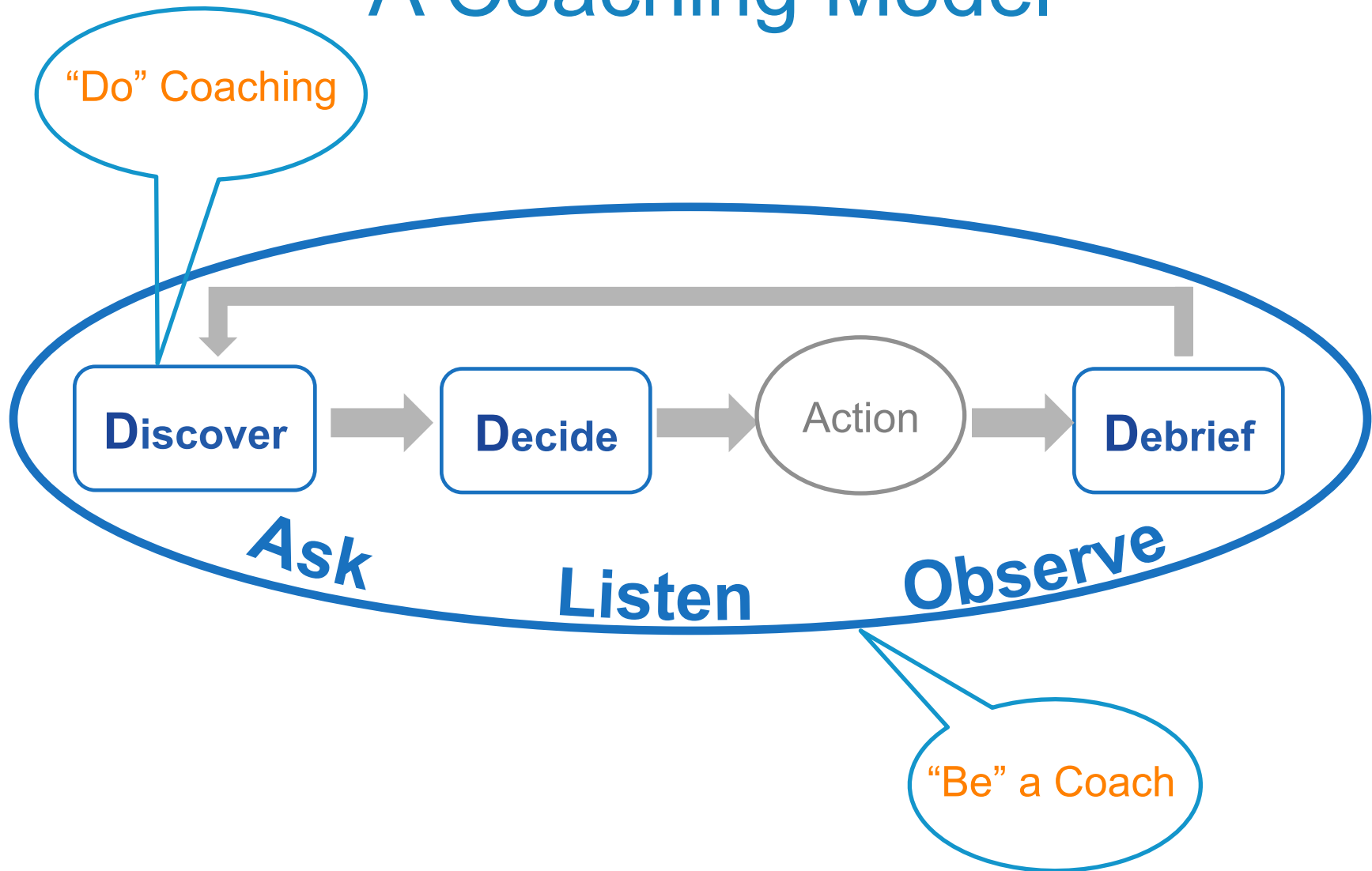
- ✓ Fully Capable & Creative
- ✓ Knows Best How to Grow
- ✓ 100% Able Strategize Success
- ✓ 100% Able to Succeed

Coach believes Coach must:

- ✓ Be **Non-Directive**
- ✓ **Not** Give Advice
- ✓ Be Expert in Coaching Skills
- ✓ Deliver with Coaching Process



A Coaching Model



Fundamental Coaching Skills

How to “Be” and “Do” Coaching

Connect

Listen

Ask

Observe

Facilitate Goals

Prompt Action

Build Accountability

Support Growth



Discover

Decide

Action

Debrief

Leadership Coaching

Therefore:

- ✧ There are limitations a Leader has in being a “pure” Coach
- ✧ “Pure” Coaching can’t replace Leading
- ✧ Excellent Coaching is powerful with willing & capable individuals
- ✧ Leaders can inspire ownership & results in people and organizations with excellent Coaching



What is Leading?

“Leaders help others to desire, commit and strive toward a shared vision.”

Leaders:

1. Model the Way
2. Inspire a Shared Vision
3. Challenge the Process
4. Enable Others to Act
5. Encourage the Heart

The Leadership Challenge Jim Kouzes and Barry Posner www.leadershipchallenge.com

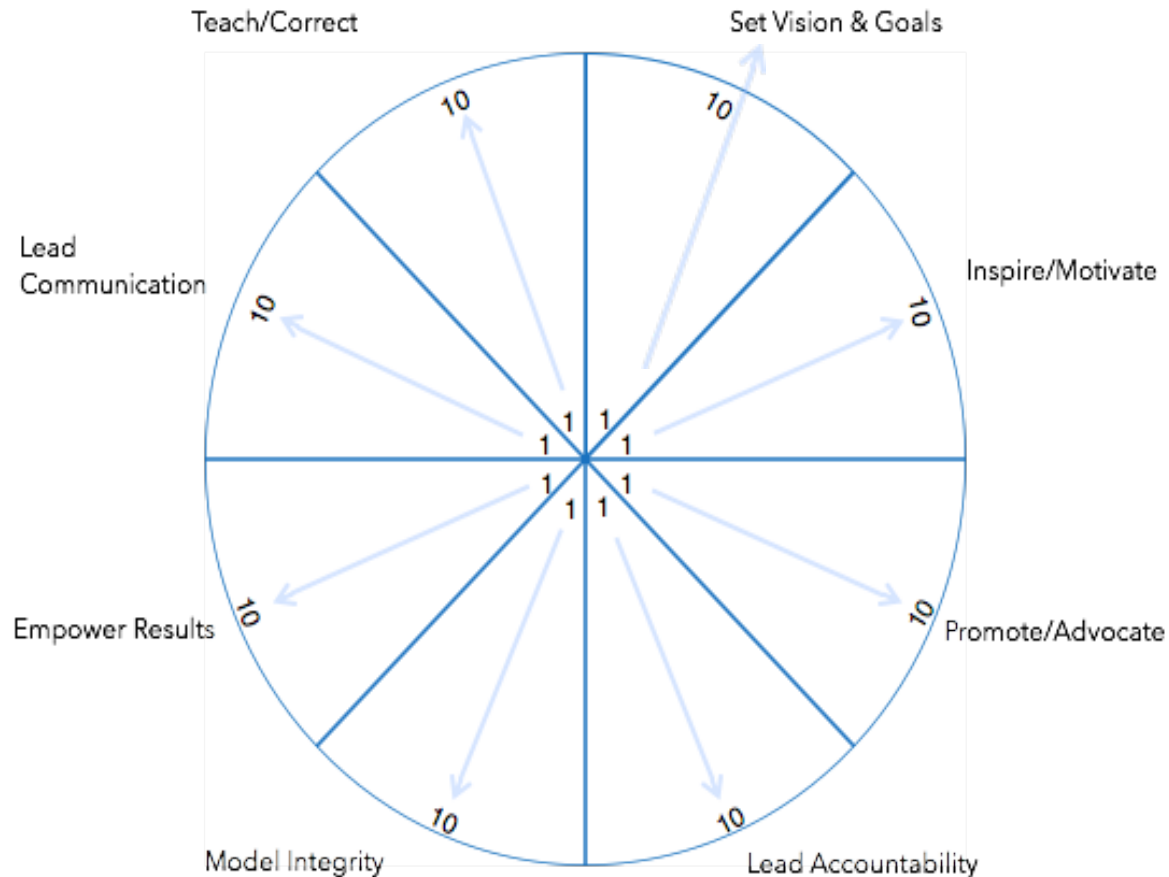


Leader vs. Coach

		Leader		Coach
1. Set Vision & Goals	✓	Yes	✓	No
2. Motivate/Inspire	✓	Yes	✓	Yes
3. Promote/ Advocate	✓	Yes	✓	Maybe
4. Lead Accountability	✓	Yes	✓	Yes
5. Model Integrity	✓	Yes	✓	Yes
6. Empower Results	✓	Yes	✓	Yes
7. Lead Communication	✓	Yes	✓	Yes
8. Teach/Correct	✓	Yes	✓	No

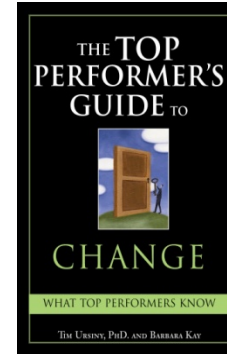
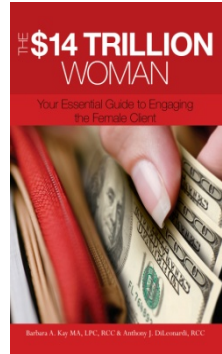


Leadership Self-Assessment



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