The Coaching Conversation

Agree on what future performance looks like

Make tomorrow come alive.
Create the video.
Be there!

Follow up and Feedback

Timely.

Catch the coachee

doing it right.

Uncover/Define the real issue and/or opportunity

The issue raised first is often not the real issue.

What is happening today?

Agree on today's reality. What already works?

Turn the conversation into action: agree specific goals

Define outcomes. Validate commitment. Allocate resources. Provide training where needed.

Focus: were it to change, what would make the greatest difference?

Review the options.
Work on one issue at a time.



From: Leaders Must Lead! John O. Burdett (2003).