



Do More Coaching and Less Managing

Most likely, the best leaders you've ever had did much more "coaching" than "managing." They didn't just tell you what to do, or criticize you for messing up, or push aside to do the work themselves (things often equated with managing). Instead, they listened to your ideas, challenged you to learn and grow, served as your sounding board, and took the time to discover what really makes you tick. In other words, coaching.

Management has its place (like in a crisis), but it's coaching (not managing) that helps employees grow, develop and unleash their full potential. And coaching does not mean that you just hire an executive coach. Instead, this program will show you how to develop the **Manager-As-Coach mindset for all your internal leaders**.

On this special recorded webinar called **Do More Coaching and Less Managing**, you'll learn...

- **6-question test to assess** if you (and your managers) have the "coaching mindset"
- When to choose directive vs. non-directive coaching
- How coaching changes when you're focused on **performance issues vs. goals**
- Understand the difference between coaching vs. managing vs. mentoring
- **3 drivers of trust between manager and employee** (and how to use that to build a coaching relationship)
- 4 situations where a coaching approach does not work well

- How to guide employees to set goals that they can get passionate about
- **4 types of probing questions to use in coaching** that direct people to share and reveal their deeper issues (Factual, Emotional, Direct, Indirect)
- How to use **Fact-Based Listening** to stop yourself from making snap judgments or getting irritated
- **3 sentences you should say at the beginning** of your coaching sessions with employees
- 5-step process (based on rational emotive behavior therapy) that helps employees **overcome self-limiting and irrational beliefs**
- **How to stop using feedback (which focuses on rehashing past history)** and instead use Constructive Dialogue (which focuses on changing the future)
- How **“gestalt communication”** can prevent leaders from immediately giving orders to employees (and how they can encourage employees to share ideas and solve problems for themselves)