

# 5 TIPS FOR IMPROVED COACHING SKILLS

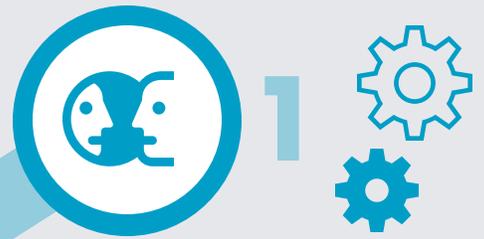
Add these tips to your coaching toolbox to help you become a better coach (and a better leader) for your most valuable asset – your employees.

## SET GREAT EXPECTATIONS

Set clear expectations so employees know exactly what is expected of them. Set expectations and revisit goals regularly to ensure continuity and alignment of team efforts toward a common vision.

## USE OPEN-ENDED QUESTIONS

Being a good coach requires being a good listener. Practice active listening and remember that the goal of your questioning is to create a dialogue. Ask open-ended questions, confirm understanding, and ensure what you said is not only heard but also understood.



## TAKE A LOOK IN THE MIRROR

Coaching isn't about fixing your employee; it's about employee development. When our employees make bad decisions, avoid taking responsibility, or fail to meet expectations, their failure is our failure. Your people are your mirror. If you don't like what you see, start with fixing yourself.



## GO TO THE GEMBA

Don't coach from your office. The best coaching occurs face to face, in the field. Meet your employees where they work. Look for evidence that they are meeting expectations. And be visible! The mere presence of a leader can inspire and motivate people.



## BE CAUTIOUS ABOUT ENABLING

Every problem is a learning opportunity. Don't short-circuit the learning process in a rush to the solution. Provide guidance and insight but allow the employee to create the solution, resulting in greater buy-in for an idea. With practice and time you'll develop a confident, capable and competent team.

One of the best ways we can demonstrate active leadership is through effective coaching and development of our employees. Great leaders who are effective coaches can create teams that excel at cooperation, communication and collaboration, teams that deliver exceptional results.

To learn more about effectively creating and coaching teams that deliver results, contact [info@LCE.com](mailto:info@LCE.com)