

# THE COACHING HUB

## *Podcast Episode 66 - Coaching as a manager - how coaching can help you lead better*

Coaching is fast becoming the not so secret weapon that many organizations are investing in. Either people come in and teach coaching skills to that staff or investing in sending their staff on coach training.

Hello, and welcome to the coaching hub podcast with me, your host, Ruth could feed if you're a coach or your coach and curious, this is the place for you. We're going to be talking all things, coaching, pastoral development, um, business development in a really fun way. You're going to have live coaching sessions and you're going to come away with tools and techniques that you can practically use and take away. If you enjoy this podcast, I would love you to subscribe. And if you really enjoy it, give me a review. We hear a lot about coaching individuals.

How can coaching help you if you're working in organization, if you're a manager or your a leader to become better at what you do, and to me that your relationships with your staff are better and that that actually taking action and doing the work. So I think it's really important that we appreciate that coaching does not only have a place of individuals, but it has a growing place in the corporate landscape. And in fact, when I was trained to be a head teacher, I never became one. But when I was training to be a head teacher, I remember that there was lots and lots of research. And this is over a decade ago, that was into the most effective had teachers on the most. I have effective had teachers with those that use a coaching approach. And I know personally as a manager, when I went from being more directive, which can sometimes be a little bit of my natural style, especially under stress to having a coaching approach, it had a massive impact on not only my team's performance, but equally our relationships.

And as much as that attendance that productivity. And I would say that happiness at work. So coaching is fast becoming the not so secret weapon that many organizations are investing in. Either people come in and teach coaching skills to their staff or investing in sending their staff on coach training programs. And this time for the Mader Plamer we have had an increasing number of people from footsie 100 for investment banks from law

firms, from all different ranges of corporates, pay for people in their organizations to do the training. And the reason is simple coaching, what, having a coaching mindset and the coaching means that you're going to be a more effective leader because rather than telling people what they need to be doing, you're listening to them. You're finding out what they want to do and that reason behind it. And you're getting to the core of what makes them tick.

So you're able to understand your employees better and you're able to support them better because rather than taking that first answer, you're digging a bit deeper and you're looking at what they want to do. And what they think is a good choice. And you're helping them develop that autonomy and their self-trust, which are really valuable skills in an organization. And you're helping them to make better decisions and you're helping them to think more clearly. So all of these combined, I mean, I find it very difficult that there are many organizations who have yet to have more of a coaching approach and you have yet to invest in robust and comprehensive training for their staff. So they can not only be effective coaches, but they can coach others. And I think part of all of this is that we need to recognize that the way that we behave has an impact on others.

And often when we're under stress, we revert to our stress type. Now, if we understand what this is, but equally, if we understand what our team's stress types are, not only can we start to recognize when they might need more support, but we can start to look at how we are responding to these things. We can learn to look at our triggers and learn to look at what we need as leaders in order to be the best leader. Coaching is one of the most powerful leadership styles. In fact, in a lot of the research, it is stated that those managers and those leaders that spend more time coaching have happier, higher performing teams. And when you look at measures such as absenteeism, when you look at measures such as staff retention, they always perform better, pretty much across the board. So when we know this, the question is what would stop organizations investing in coaching?

And I think honestly it may be a lack of understanding of how it can be used in the organization, or it may be that the person who's running the organization has not had exposure to the intervention. And I think that both of these are going to be changing dramatically over the next few years, because if we're looking at the context now within organizations where many people have been working from home, where some organizations are taking that view, that everyone is going to work from home and some are taking the view that no one is. And the majority are luckily somewhere in the middle, which I think is probably the best place to be. Managers are going to need a different set of scales. As Simon Sinek says, they're not soft scales because they're not soft, but compassion, real compassion for the staff, emotional resilience, the ability to fail and the ability to fail forward and take feedback and the ability to not always know the answer and

not be afraid to say that the softer skills, the skills that were always seen as a nice to have in the past and specification, and now becoming the norm that everyone needs to have.

And the way that we develop these is through coaching. So if you work for an organization that is yet to have a coaching approach, drop me a line, we train people in organizations. And if you are working for an organization as a manager or leader, and you want to start using coaching more, come and join us on the diploma and level your skills. I'd love to know what you think.

Feel free to share this episode. Subscribe if you like it and check out what we offer in the show notes. Thank you for listening to the coaching hub podcast with me. Ruth could say, if you enjoy this, I would love you to join my Facebook group, the coaching community for more of the same.

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