Coaching Techniques

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Coaching as a technique, mainly focus on short term achievements and the general performance in the individual’s current role and is mostly aimed at developing one’s new skills, based on the tasks that may be involved after that. In any coaching technique, there must be a structured approach and a conventional approach though which, anyone involved must be present in any session. The expected results don’t take long to be achieved since the person doing it has more experience than the supervisor or the mentee involved. The processes of coaching is usually a trust matter between a mentee and the coach. There are for main elements that one is expected to portray when in a coaching program, which includes, support, communication, action plan, and purpose.

It is crucial that one identifies the purpose of doing coaching to help in determining the requirement and any additional support, including the desired results as the program starts. It also helps the managers to identify and address behavior and performance issues within the team involved (Carlisle et al., 2011). In a coaching session, all the mentee are expected to listen to the coach to understand the techniques being used, therefore making communication a vital subject. Manager’s instructions and feedback should be taken seriously by everyone to become a successful future employee.

People are advised to take both negative and positive feedback positively, to learn more and faster. There are three critical tasks involved in the action plan, which includes; methods for tracking performance, the program outcome, and the period. The action plan helps managers to measure the performance of the team members at any time and to train all members systematically, according to the level and the potential of an individual (Grant & Hartley, 2013). This element also helps managers to give moral support to the members to overcome frustrations and have better planning of their work.

The main target of any mentoring institution is to come up with long term goals that successfully help individuals to grow both as a person and also in their professional activities and life. This, in many cases, is determined by the relationship existing between a mentor and a mentee. Mentors should always come up with a proper plan of executing the program to attain desired results (Grant & Hartley, 2013). Advisors are the experienced mentors and therefore, are used to train, as they are deemed as the best personnel to shape a character.

Managers help individuals to identify their professional and personal visions and advises them to work and improve them. Mentor’s main objective is to ensure that the employees get enough knowledge of the organization’s strategic goals and that the same philosophy can be shared with other team members (Carmel & Paul, 2015). Every mentor is expected to have very high listening skills and patience to become successful. The managers, too, are expected to listen to all issues presented to them patiently and advise accordingly to build employee satisfaction and commitment.

In any successful system or institution, communications are termed to be vital. Therefore, mentors are expected to communicate effectively. This will help them to identify the goals of the mentor and the mentee and will help design a proper program that will lead to achieving their goals. Mentors are also expected to give directives on how and where the process can start and even give directions to follow all through the process (Grant & Hartley, 2013). Mentoring is a viable strategy for helping unpracticed people create and advance in their calling. Augmentation staff have numerous chances to guide volunteers and other network accomplices.

The keys to building up a fruitful tutoring relationship incorporate making a relationship of trust, obviously characterizing jobs and obligations, setting up short-and long-haul objectives, utilizing open and steady correspondence, and cooperatively taking care of issues (Grant & Hartley, 2013). The above methodologies will be used for mentee development as the tutor builds up a comfortable association with the mentee. They work to upgrade their abilities to improve their present place of employment execution and set them up for future initiative in their specialty or division. They work principally on structure delicate aptitudes for their mentees alongside honing their abilities and refreshing their insight.

Social awareness, self-awareness, self-management, and relationship management are the fundamental skills of emotional and social intelligence that can aid in the journey of mentoring. The whole meaning of self- awareness is to have an idea of our emotions like joy, sadness, fear, and anger. Someone needs to choose emotions that are of value to his or her life. Any feelings that don’t add any value to your life; you must avoid it (Dingley et al., 2018). Having an idea on emotions, one gets to manage him or herself adequately.

Emotions should help us be productive and aid in making the right decisions in our life. Stress should be a thing of past if we can manage our self’s. It’s through social awareness that we can identify other emotions, and we can react in the right way that is expected of us. To have a good relationship with our colleges, we must be aware of other emotions (Grant & Hartley, 2013). It’s required of us to respect each one feeling. Therefore, a mentor is supposed to be equipped with these skills for him or her to know the needs of his or her mentee, so that he can address those needs in the right way.

The ethical factors that should be given attention or discussed when designing the plan should always address the culture and the weakness of the mentee, mental and physical elements of the mentee and the skills that mentee possesses. It's vital to note that the plan that the mentor chooses should not interfere with the believes and feelings for the mentee (Grant & Hartley, 2013). The project should be a stepping stone for the success of the program. In the bible, we see how Jesus was able to shape the plan for his disciples. He mentored them with his teachings, and they were able to make very crucial decisions in their daily activities.

For the program to be successful, both the mentor and the mentee should undergo serious training. This involved training will enable the mentor to understand the mentee in the right way, and he can mentor in a proper manner that is called for. Coaching is a viable technique for helping unpracticed people create and advance in their calling. Expansion staff have numerous chances to coach volunteers and other network accomplices (Grant & Hartley, 2013). The keys to building up a fruitful tutoring relationship incorporate making a relationship of trust, unmistakably characterizing jobs and obligations, setting up short-and long-haul objectives, utilizing open and secure correspondence, and cooperatively taking care of issues.

To conclude, coaching as a strategy, chiefly center around transient accomplishments and the general execution in the person's present job and is for the most part planned for building up one's new aptitudes, considering the assignments that might be included after that. In any training strategy, there must be an organized methodology and a traditional methodology; however, which, anybody added must be available in any session. The healthy outcomes don't take long to be accomplished since the individual doing it has more understanding than the chief or the mentee included. The procedures of instructing usually is a trust matter between a mentee and the mentor. There are for primary components that one is required to depict when in an instructing program, which incorporates, support, correspondence, activity plan, and reason. Individuals are encouraged to take both negative and positive criticism entirely, to find out more and quicker. There are three necessary errands associated with the activity plan, which incorporates; strategies for following execution, the program result, and the period. The activity plan causes directors to gauge the presentation of the colleagues whenever and furthermore to prepare all individuals methodically, as indicated by the level and the capability of a person. This component additionally causes directors to give reasonable help to the individuals to conquer disappointments and have superior arranging of their work.

References

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