

# The power of Coaching & Mentoring

***COACHING · THE #1 JOB OF LEADERS IS TO EXECUTE  
BUSINESS STRATEGIES THROUGH OTHERS.***

# The research

- Most managers like coaching and most employees like to be coached

BUT

- Over half of respondents don't receive coaching
- Managers and organisations believe in the value of coaching & mentoring

BUT

- Only 59% of respondents feel they do enough and fewer actually receive coaching
- Most managers believe they are expected to coach

BUT

- Less than a 1/4 of organisation's tie rewards to coaching activities

# What gets in the way of Coaching & Mentoring in your organisation?

- A. It takes too long
- B. I don't have all the answers
- C. I have too many direct reports
- D. I don't see the results of my efforts
- E. I have gaps in my coaching skills

<http://tsw.participoll.com/>



# Andrew 'wally' Wallbridge



- Global experience as a Leadership Coach
- Taught on 6 continents
- RFU Rugby Coach
- Great Cook!
- Part-time Designer

colt  
smarter / faster / further

VISA



Unilever

 A blue star above a red horizontal line, followed by the text "EURO RSCG LIFE" in red.

 A yellow triangle pointing upwards, above the word "Hafod" in green.

 A black square with a white play button icon, followed by the text "ANALOG DEVICES" in black.

 A red and green circular logo with a white house icon inside, followed by the text "Tai Calon" and "Community Housing" below it.



Tai Teulu



Family Housing



BNY MELLON



GILEAD

Bron Afon

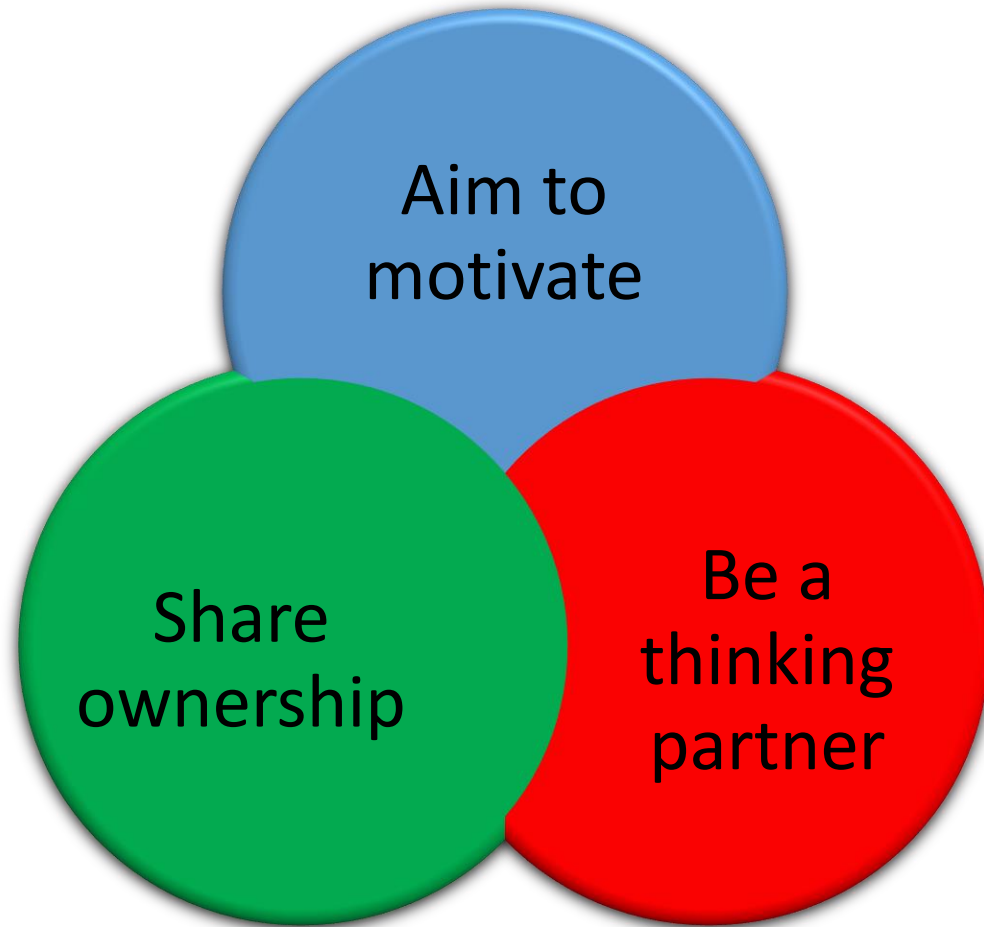


TSW TRAINING  The TSW Training logo, featuring the letters "TSW" above "TRAINING" and a circular icon with two white profiles facing each other.

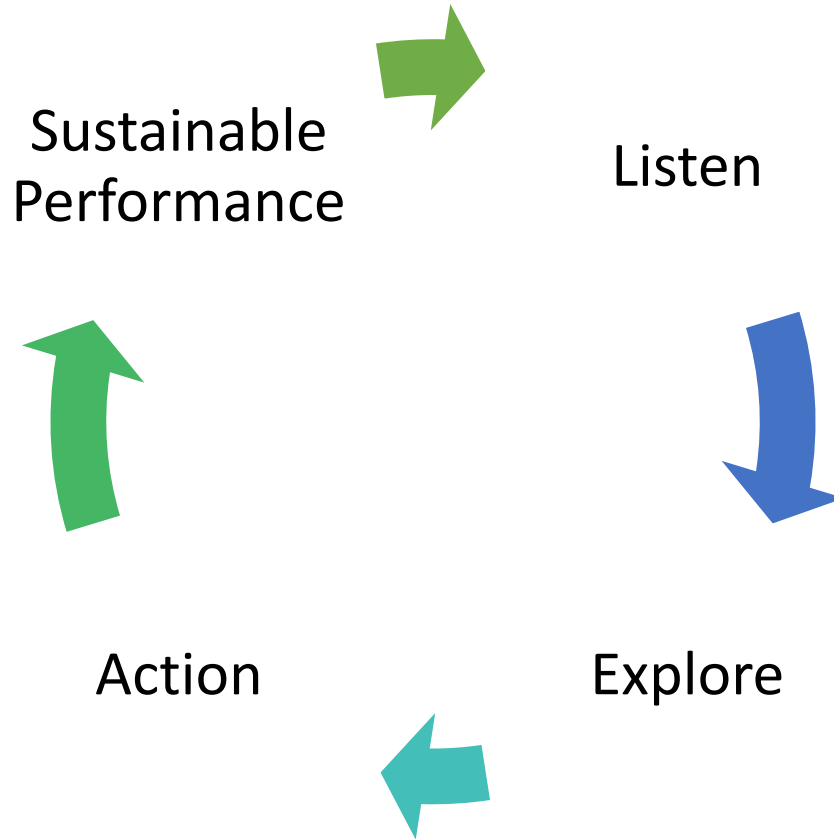
# What we learned?

- Coaching & mentoring are not exclusive
- It is not an event!
- Is more prevalent than we think!
- Is contextual

# Driving Principles



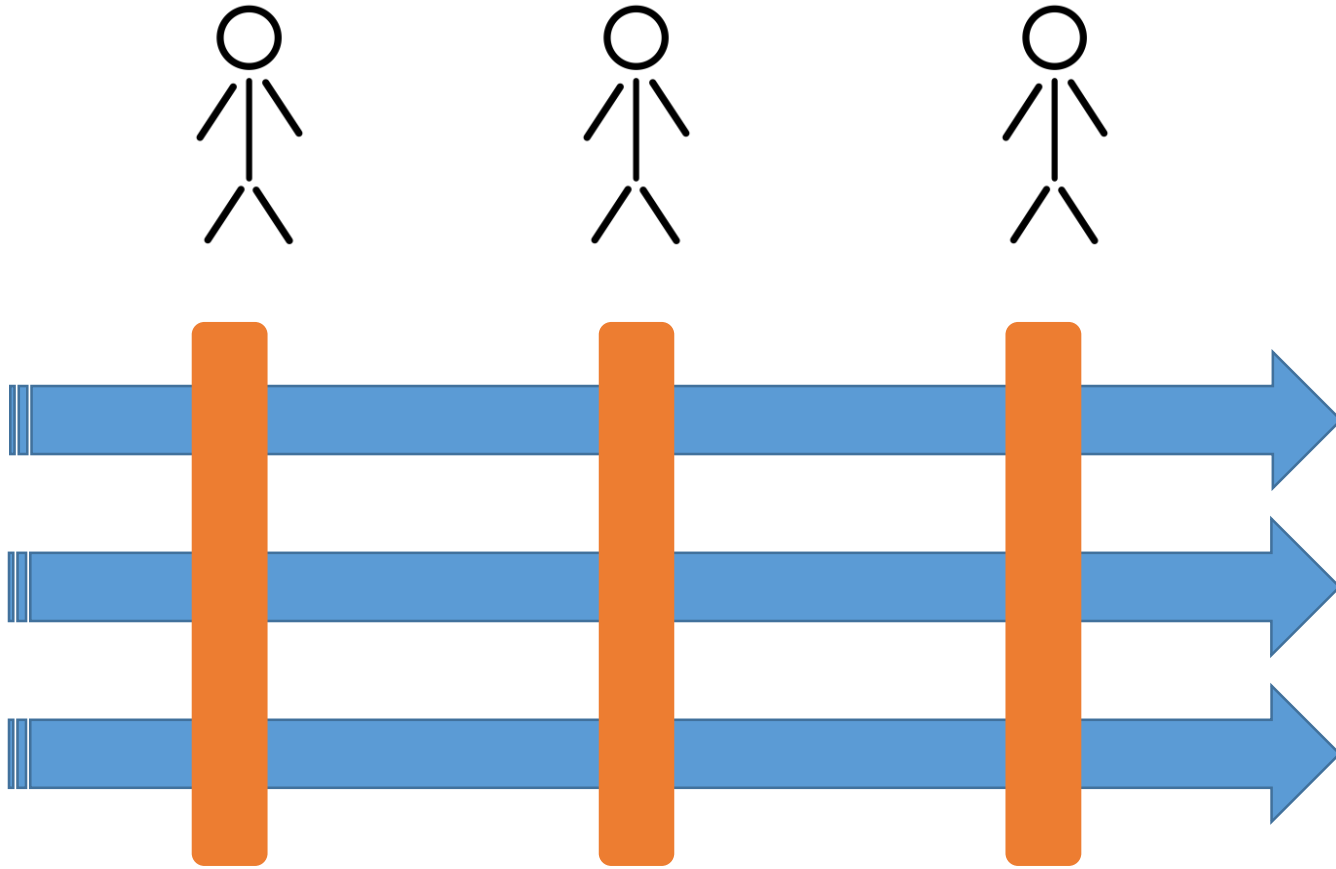
# The Leap approach





# LEAP in Action







# It's all about paying attention

- Having an open mind, not judging
- Respond to the stated and unstated questions
- Acknowledge any emotion
- Seek out common intent
- Distinguish between your point of view versus the others
- Check in to make sure you have responded



# Explore

- Partner with person being coached to explore options.
- Think through the benefits/consequences of action and inaction.
- Offer suggestions.
- Invite suggestions from the person being coached.
- Cover the full range of options.
- Explore 'out of the box' possibilities.

# Pairs Exercise

Instructions:

Think of one thing that you'd like to learn or improve, it may be a language, a skills, a musical instrument.

Jointly explore what steps can you take to get to start to achieve your goal?

5 minutes each

# Action Break

You are now empowered to take action!

Do Something!

- Make a quick call.
- Send an email.
- Leave a message.
- Make a note in your calendar.
- Take a radical step.

5 minutes

*Be prepared to share what you did.*



# The Leap approach

