From manager to coach

Joyce L’Heureux, M.A.

The true essence of a leader
Managers or leaders?

Coaching staff to better skills and competencies and developing stronger teams.

What is the difference between leadership as a manager and leadership as a coach?

How to effectively forge partnerships that build teams.
The role of a coach: Coaches equip staff with the tools, knowledge, and opportunities to grow.

- Coaches develop trust through a partnership
- Coaches inspire commitment
- Coaches grow skills
- Coaches promote persistence
- Coaches shape the environment
Develop a partnership

- Listen
- Discuss
- Feedback
- Respect
- Follow up
Inspire Commitment

- Goals and values
- Understand what matters
- Skills
- Performance
- Develop goals
Grow skills

- Connect
- Build skills
- Books
- Broker Opportunity
- Success
Persistence

Goals
Expectations
Encourage
Apply
Confidence
Environment

- Recognize
- Demonstrate
- Develop
- Promote Learning
- Influence
In summary

- Coaches develop, managers manage
- Coaches inspire, managers assign
- Coaches grow skills, managers limit skills
- Coaches promote persistence, managers want status quo
- Coaches shape the environment, managers are the environment
Materials for this training are from:

Leader as Coach: strategies for Coaching and developing others

Thank you for your time

Published by: Personnel Decisions International, Minneapolis, MN 1996

By: David B. Peterson, Ph.D & Mary Dee Hicks, Ph.d