



LEADERSHIP STYLE

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Leadership Style

- ☐ Coaching Leadership



Coaching leadership

- Paul Hersey and Kenneth Blanchard in the late 1960s were the first to describe the coaching leadership style.



Definition

- Coaching leadership involves teaching and supervising followers.
- A coaching leader is highly operational in setting where performance require improvement.
- Basically, in this kind of coaching leadership ,followers are helped to improve their skills.



motivation



training



skills

COACHING



solutions



success



potential

#92175549

Who Needs Coaching?



Everyone Needs Coaching...



There is always
room for improvement,
and in today's
competitive marketplace,
if you don't
continue to improve,
you will not survive.





Goals of a coach

- **To help others see the need for change**
- **To facilitate the success of others.**
- **To sustain improvement, performance & success**

Coaching Time

50% : 50%

Coach

Coachee



Coaching - A *Process* Skill

“Coaching
is not something
you do to an
employee,
it is a
two-way process”



“8-Step-Coaching” Model



Step-I (Be supportive)

➤ ***To be supportive is to give help. Your parents are supportive of your dreams.***



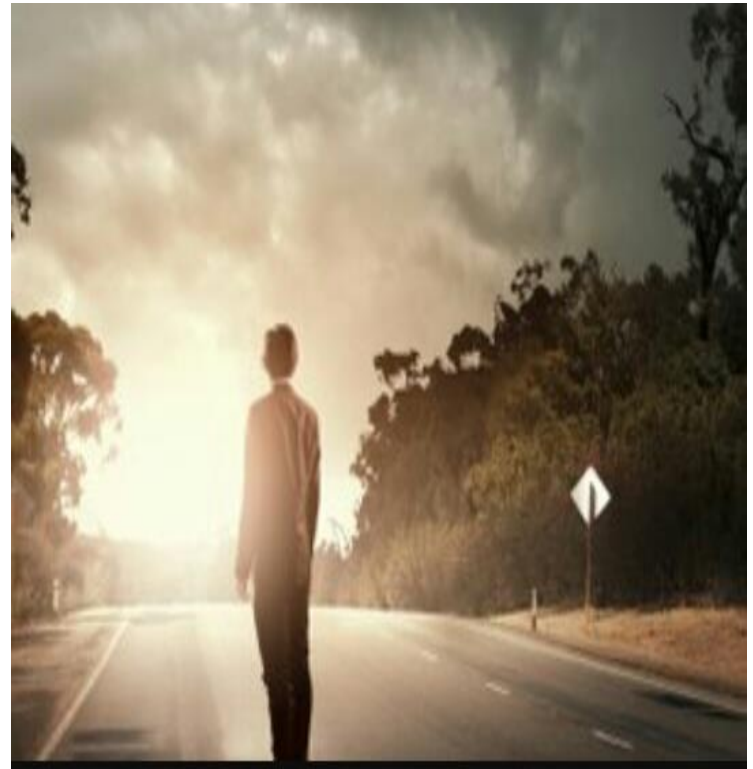
Step-2 (Define the topics & needs)

➤ **A mutual understanding and specific description, problem of the present situation and need of opportunities.**



Step-3 (Establish Impact)

- **What's in it for me...?**
- **look at the situation from all perspective.**



Step-4 (Initiate a plan)

- It initiate a plan aimed at significantly.
- Define who, what, where, and when



Step-5 (Get a commitment)

- **The creation of a sense of personal responsibility and obligation to achieve the plan.**



Step-6 (Confront Excuses)

➤ “ Not everything that is faced can be changed, but nothing can be changed until it is faced.”



Step-7 (Clarify consequences, don't punish)

- **“ It is important to discuss positive & negative consequences with employees ”**



Step-8 (Don't give up)

➤ **A follow through on coaching process from start to finish.**



Ravi shastri is indian cricket team coach





Advantages

- coaching is the most effective way to develop your employees.
- The coaching leadership style is very successful at improving result.
- Improves individual performance.
- Improves individual skills and behaviors.
- Solve the problem of your employees



Disadvantages

- Focus on team building rather than individual development for a team goal.
- Student belong to the poor family can not take coaching because it is to expensive / costly.
- Coaching provides the teaching of shortcut tricks to solve the problem.

References:

- Wikipedia
- Business Management by A.F.Stonner



Thank you