

## 2014 Planning:

### Identifying Opportunities for Coaching

Typically, managers and leadership present specific goals or initiatives for the coming year. Sometimes the parties collaborate on goal setting; other times, goals are simply handed down from the top. How might coaching impact your 2014 planning sessions?

#### NOT Appropriate for Coaching

- Communicating Expectations
- Defining Outcomes
- Assessing current status, skills or positioning

*Example: Presenting the 2014 departmental goals*

#### OPPORTUNITIES for Coaching

- Exploring possibilities
- Thinking through how certain actions might/might not work
- Indecision about what to do next
- Deciding who should be responsible
- Figuring out what needs to be happen next
- Uncovering potential blind-spots
- Looking for alternatives

*Example#1 (Group): Budget cuts. Being asked to do more with less. What resources are already available to us? Are there any untapped resources we can draw upon?*

*Example#2 (Manager): Stepping into a new role –or- wearing two hats. What new skills or training do you need to be successful? Who can help you with that?*

*Example#3 (Employee): Formulating a plan to get along better with the engineering team. What is causing the biggest challenge? What changes are you willing to make??*

**Declare WHEN you are shifting into a coaching mode.** Be very clear when you are no longer managing/leading. Whenever possible, schedule time in advance.

- Let's shift gears and explore this with you a bit more....
- I'd like to coach you and hear your ideas about this...
- May I coach you through this process....

**ASK** your manager to coach you through a challenge. When you feel stuck and you're not sure what to do next, find someone to coach you..... or use "the Simple Coaching Model" on your own.

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