



Would a 'Coach Approach' work for you?

I am delighted to let participants of the Coaching Clinic know that I am now a certified facilitator for the Advanced Coaching Clinic – Essential Conversations for Developing Others.

Graduates of the Coaching Clinic asked for a more advanced coaching program – and here it is. This new program builds coaching skills to greater levels of expertise, enabling managers to apply coaching confidently and adeptly in developmental conversations whether those conversations are about performance, review, feedback or a crunching issue.

Participants are challenged to raise their standards for constructive, collaborative conversations and to explore the shifts required of them if they are to build a work environment that is truly sustainable and focused on developing people.

The Advanced Coaching Clinic (Essential Conversations) is for leaders in organisations who have already participated in The Coaching Clinic and now wish to extend their capability.

I personally love the Learning Styles exercise – and I know Coaching Clinic participants will love it as much as they loved the Communication Styles exercise – the PCSI.

Virginia Baker Woolf
Principal

Constantly putting out bushfires? Is your organisation characterised by fear?

I am so dumbfounded and disappointed that people don't seem to understand that micromanaging does nothing but kill innovation and initiative and create a tremendous amount of FEAR. Staff can't function if they are drowning in fear – none of us can function if we're drowning in fear. They can't move forward, make a decision, take a risk or learn anything new – their wings have been clipped – they end up shuffling, despite their best efforts and intentions. The organisation suffers. People may turn up, but they are not present – they are missing in action in their attempt to escape the ravages of the micromanager.

Unbeknownst to themselves, usually, the micromanager is not doing themselves any favours – they are teaching staff to be dependent and initiative averse, thereby creating more work for themselves rather than support and delegation. When staff are dependent, there are many more bush fires to put out !

The micromanager likes to be in control. They are usually quite insecure and this may well be because they have a micromanaging line manager or they work in an organisation characterised by fear. Often they are very disturbed by the prospect that their staff may make a mistake, it will reflect badly on them and their reputation will suffer – that would then get in the way of the next promotion!

The "coach approach" would be a great boon to the micromanager – as well as to their staff. The Coaching Clinic is a wonderful place to start to introduce a 'coach approach' or an Executive Coaching Program.

If you are interested in transforming your management style, contact Brave Leadership today.

“ I found the coaching sessions with Virginia were very valuable, focused and results oriented. Add to this her ability to listen, hear and develop trust - so that real learning could take place.”

Tracey Prescott
Manager
Communication Solutions Group
Land and Property Management Authority

