

Amortise costs across large numbers for excellent return on investment and wonderful, ongoing results

Coaching Clinic: Manager as Coach

In the current economic and political climate, many organisations are managing a reduced Learning & Development budget. One of the most effective ways to manage this decrease in budget is to run organisational change initiatives that harness the culture of the organisation to drive the personal and professional development and upward performance of staff.

When organisations run the Coaching Clinic plus follow up coaching, the cost of learning and development can be amortised across large numbers of staff. Additionally, one of the main benefits of running the Coaching Clinic is the development of a coaching culture where staff not only use their coaching skills in managing staff but are also equipped to buddy coach their peers. This is an excellent use of Learning & Development resources across the whole organisation and creates wonderful return on investment.

Download further information here.

Be Brave – Take Action

1. Raise your awareness regarding the value of review and reflection
2. Make a commitment and book time in your diary each week for regular, systematic, structured reflection – you will see a difference
3. Ask yourself these questions:
 - What's working? What have been my successes?
 - What's not working? What have been my key learnings?
 - What matters - what's the big picture?
 - What am I responsible for?
 - Where am I now? Where do I want to be?
 - What are the possibilities?
 - What's in the way?
 - How do I get where I want to be?
 - What's useful about this?
 - What can I learn?
 - What are my choices?
 - What steps do I need to take?

Do you feel like you're chasing your tail?
Brave Leadership can work with you to answer these questions and partner with you to make time for review and reflection in your personal and professional life.

Are you chasing your tail – and never catching up?

People are busy. Organisations are busy. Maybe too busy. People are so busy that they don't put aside time for review and reflection – and they end up stressed, ineffective and chasing their tails. It seems that the reason for this is that people see time set aside for reflection as a luxury and not something that their organisation would see as a good use of their time – they are highly conscientious and feel they might be “fluffing”. They might be wasting time if they're not busy “doing” something. Most of these people don't ever stop. They are constantly focused on getting done what is in front of them. The result is a lack of strategy and planning.

Strategic action requires strategic thinking, which requires deep reflection. Reflection is a strategic imperative. Reflection is a rocket-fuelled tool.

What most people don't do is to stop doing – and that's a self-defeating problem. We don't make a priority of deep questioning and thinking: reflecting. Our doing/reflecting ratio is completely out of balance. Many action items are often no more than “busy work” and this “busy work” gets in the way of strategically making a difference.

Reflection is one of the major reasons that coaching has such a high return on investment. The whole coaching process is based on deep reflection and the questions that promote reimagining and reinvention and consequently make a real difference.

“ Your passion for coaching is infectious and motivating. Thank you for being such an excellent coach and facilitator. I look forward to using the coaching model you so ably demonstrated to assist me in my dealings with both staff and students. ”

Lindy Clifton
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