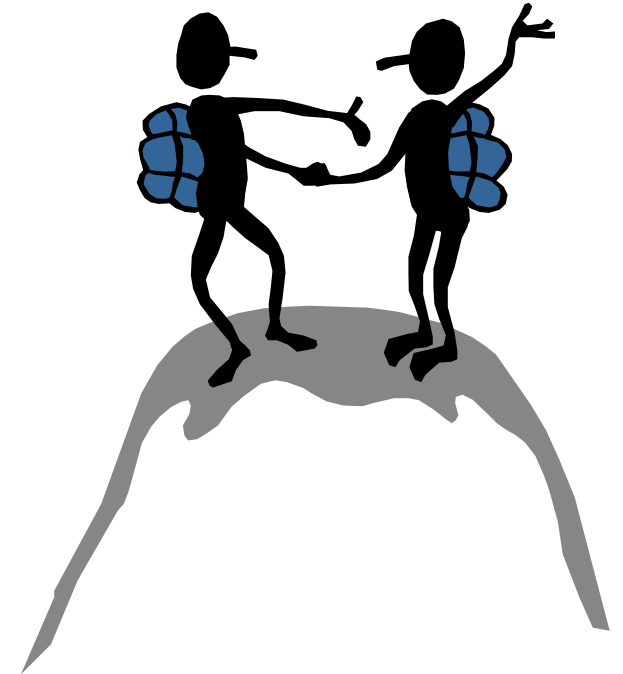
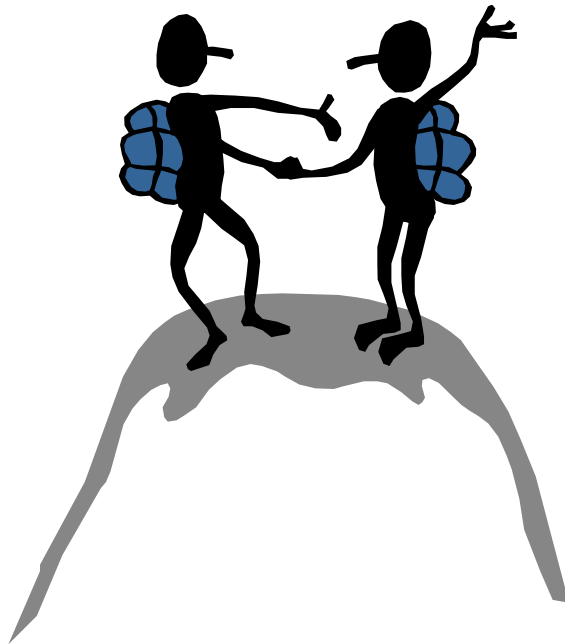


Coaching for Professional and Personal Effectiveness



www.pittsburghcoaches.org

Why Coaching is Important NOW

- **Increased pace of business today**
- **Multi-generational workforce issues**
- **Technology doesn't provide a competitive edge; people do**
- **Fast-paced, stressful work environments**



Coaching Can Help You

- Find out what drives/motivates you
- Unleash your full potential
- **STRETCH** you beyond what is currently comfortable for you
- Create balance in all areas of your life

Powerful Reasons to Hire a Coach

- **Gain clarity in your life**
- **Develop your personal Vision or Mission**
- **Sharpen your leadership skills**
- **Increase your confidence in this “game” called work**

There is a coach for all situations

- **Executive & Corporate**
- **Life and Relationship**
- **Small Business**
- **Career and Transition**
- **Presentation Skills**
- **Parenting**
- **Sales**



Coaching is ...

- A structure and a process
- Performance focused
- A “just-in-time” conversation
- A partnership
- Supportive of continuous learning
- Proactively guiding your people to achieve successful results
- Helping your employees to

STRETCH



Coaching is not. . .



- **Performance Evaluation**
- **Mentoring**
- **Training**
- **Assuming responsibility for other's performance**
- **Having all the answers or solving problems for others**
- **Directing, controlling, monitoring**
- **Telling**

How Coaching Benefits the Individual

- **Supports personal & professional development**
- **Explores and shifts assumptions and beliefs**
- **Promotes skill development**
- **Enhances self confidence**
- **Sustains and improves motivation**
- **Improves efficiency**



The Mindset of a Coach

- **Purpose and values are foundational**
- **Assumptions and beliefs can shift**
- **There's more than one right way**
- **Full presence is a powerful catalyst**
- **Growing strengths expands capacity**
- **A team's collective wisdom is enormous**
- **Everyone is different.**
- **Everyone has wisdom.**





Critical Coaching Skills

Tools of our Trade:



Listening and Curiosity
Accountability
Self-Management

The Power of Powerful Questions
Positive & Constructive Feedback
Acknowledgment and Celebration

THE COACHING CONVERSATION

- **Provides a structure and process for coaching to occur**
- **Creates a trusting space**
- **Keeps the coach and person being coached on track**
- **Fosters heightened attention & focus**
- **Provides accountability**



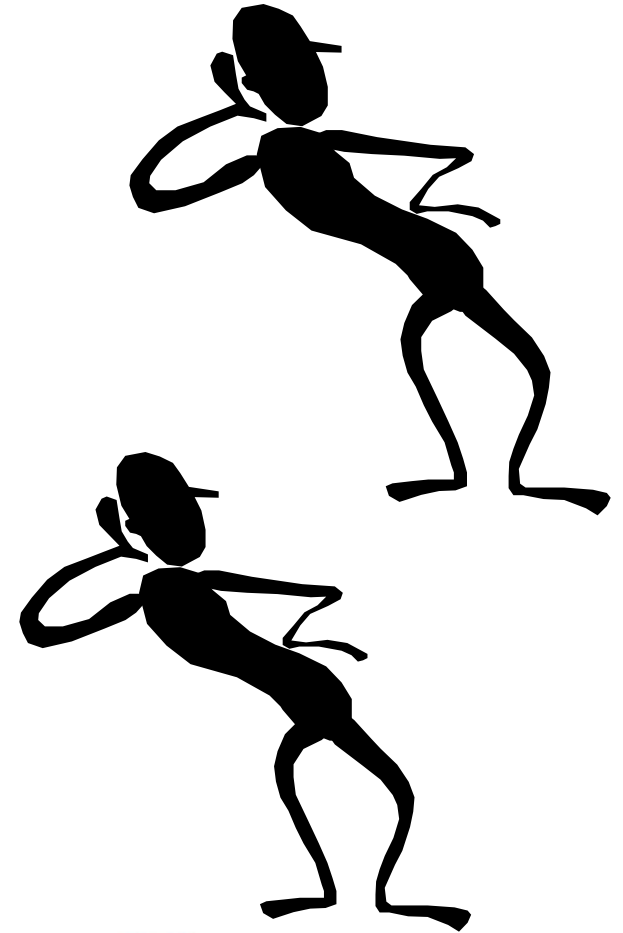
Sample Coaching Questions



- **What does success look like?**
- **What do you need to be successful?**
- **How will you know it is time?**
- **What do you need from me?**
- **What resources do you need?**

Where to find a coach:

- **Pittsburgh Coaches Association**
www.pittsburghcoaches.org
- **International Coaches Federation** www.thecoaches.org
- **Referrals**



Thank You

Thanks for reviewing this information.

Please let us know how we may be of assistance.

www.pittsburghcoaches.org

