



TONI S CARROLL

COACHING, CONSULTING AND FACILITATING

#### The value of leaders who coach:

- Improved self-awareness of capability through reflection and insight.
- Enhanced interaction, collaboration, and communication skills.
- Expanding innovation and problem-solving skills.
- Applied agility and adaptability to translate solutions across situations.
- Increased Team Performance and Engagement
- More TIME to deliver results.

#### Some 'Hats' Leaders Wear

- A mentor talks WITH you.
- A sponsor talks ABOUT you.
- A coach talks TO you.

#### Coaching Communication

- Open Questions
- Pause & Silence
- Active & Empathetic Listening
- Employing non-verbal senses to read and interpret Body Language

# Leaders Who Coach

Consider the general information on Leaders Who Coach and start making it real for your situation.

1. **Opportunity:** How could coaching add value to the way you lead your team?

2. **ROI (return on investment):** Why would it be important for you to invest in developing coaching skills?

3. **Act Now:** When would be a good time to ask your team members an open 'coaching' question?

**Hot Tip:** Keep it simple. Start with 'what do you think you should do?'