



CHANGE YOUR FOCUS...

It's a new year, with new goals, new expectations, new successes...for leaders and staff alike! All of us realize that we want something different and / or better for ourselves and our respective teams; however we are not sure what will make the 'difference!'

Why not consider employing effective Coaching Skills? If implemented correctly, having a coach has huge benefits as can be seen below:

They **unite** individuals into a cohesive whole, and **align** varied talents and energies in pursuit of a common goal. They **inspire** people to give their all to group initiatives, not because everyone has to, but because everyone wants to.

Coaching is a highly focused process that unlocks potential and maximizes performance, at both the individual and organizational levels. Coaching is conducted one-on-one in a completely confidential environment; coaching helps people gain clarity, removes self-imposed limitations, and increase their self-reliance, so they can better leverage their strengths and help others to do the same. Coaching helps individuals develop critical insights; brings a new sense of purpose to their actions.

It helps them see where they are, where they want to go, and how to get there.

A coachee works with their coach to bring about a desired positive change in themselves (skills and behaviors.)

Behavioral-based coaching is most commonly used for both remedial change as well as generative change

Coaching with N.L.P adds value to the organization, the coachee and the coach. What does it involve?

4 MAIN N.L.P. PRINCIPLES

The first and foremost are relationships, specifically **rapport**: Rapport at the spiritual level can manifest as a sense of belonging to a larger whole. Whatever you do, your successes will involve influencing and relating to others.

The second pillar is “**to know what you want.**”: Without knowing what you want, you cannot even define what success is. Setting specific goals with specific and anticipated outcomes – for yourself and others!

The third pillar is known as **sensory acuity** – meaning using your senses: It is important to look at, listen to and feeling what is happening to you and around you.

The fourth and last NLP pillar is **behavioral flexibility**: Don’t only have one option; have many choices of action. The more choices you have, the greater your chance of success. Keep changing what you do until you get what you want. This sounds simple, even obvious, yet how many times do we do just the opposite?

A behavioral coaching model emphasizes different aspects:

- Much of our human behavior is learned
- All behaviors result in positive or negative consequences
- Individuals are systems within systems
- Exploring and reframing core values, beliefs and emotions
- Assessing covert behaviors in relation to overt actions
- Employing validated behavioral techniques

The ultimate gain from effective coaching includes:

- Motivation
- More focus
- More efficiency

- More productivity
- Personal progress
- Operational excellence
- Organizational success

Where do we start with this process? TMS GAUTENG has launched a **Coaching Forum** with the purpose of sharing information, knowledge, skill, etc through quarterly meetings with high profile speakers. The forum is very informative and educating as well as a brilliant networking opportunity. Should you wish to receive more information or would like an invite, please contact Charmaine Reid at 011-9751586 or info@tmsgautemg.co.za