

LEADERSHIP AND COACHING

In business, as in life, it is never difficult to recognize great leaders. They have and use their ability to seize potential, both in themselves and in others! They have the ability to unite individuals into a cohesive team, a 'whole'. They inspire people, motivate them, challenge their (self-imposed) sabotaging barriers and focus the coaching process on "unleashing human potential!" The end-result: optimal performance, personal development and achievement of personal, organization and strategic goals! In achieving the above, coaching, which is a person-focused conversation, using specific models and techniques, is the secret!

Why coaching? Why not only training? Training usually is the first step in identifying strengths and development areas, after which the coaching process will, with certain NLP techniques, create synergy, give structure and maximize your expertise through productivity and output.

Coaching, whether it is transformational, business, executive or organizational coaching is conducted on a one-to-one basis. It takes place in a confidential, non-threatening environment and preferably where there would not be any interruptions. Coaching, and Meta Coaching, helps people gain clarity, remove self-imposed limitations, and increase their self-reliance, so they can better leverage their strengths. Coaching helps individuals develop critical insights, bringing 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. Coaching is a formal process, resulting in positive and lasting change. Countless senior executives have enjoyed the benefits of coaching. Now, so can other managers. We make it possible for organizations to implement coaching initiatives on an unprecedented scale, nurturing leadership at every level, and producing unparalleled results.

Using certain NLP processes and models we offer the most advanced, accessible, research-driven services in the industry. We develop true leaders and inspire every member of an organization to use their energy and talent. The results are dramatic—for individuals and their organizations. People emerge from coaching more focused, more balanced, more motivated, more efficient, and more productive. Meanwhile, companies can reduce their turnover, and create a culture of true teamwork, where personal progress continually drives the success of the organization.

Coaching will assist the individual to lead themselves. That is where it all starts. Besides if you wouldn't follow yourself, why should anyone else? What must a leader self-manage? There are a couple of very important aspects which must be managed:

Emotions: As a leader you are (will be) affecting many people's lives. Good leaders know when to display emotions, how to use emotions to inspire a team or even when to delay the display of emotions.

Time: Spending your time, is how life works! Ensure that you know and practice the best time management principles.

Energy: We all sometimes confuse ourselves with the 'Duracell bunny' just to realize that even his battery can run out of energy!!! Ensure that you don't do things that don't seem to matter and thereby draining your energy to not being able to do the things that really matter, or not being able to deal with what is really the matter! Use your energy well!

Priorities: The trusted Pareto Principle or 80/20 principle still holds true today. Spend your time wisely and where it will generate a return on investment! Albert Einstein said: "Not everything that can be counted counts and not everything that counts can be counted"

Thinking: "What you put in, is what you get out" – sounds familiar? John Maxwell says: "A minute of thinking is often more valuable than an hour of talk or unplanned work." Remember that the greatest enemy of good thinking is busyness – an art that some people have mastered very well!!!

Words: Leaders value action. If you interview a juggler for a circus, you will not ask him whether he can juggle the balls, you will ask him to show you how he juggles the balls!! Choose your words carefully and make them count!

Personal life: I always say the saddest moment in any person's life, must be the moment when he / she achieves his / her goals, and have nobody to share the success with!! No career success is worth that. Create a balance and keep it!

Coaching is an essential ingredient for effective leadership. Many executives have realized that and have experienced the life changing experience coaching can bring. Many organizations have embarked on coaching for all leaders on all different levels within the organization with phenomenal results! Let us help you, and your organization to achieve greatness and success.

For assistance with implementation of the above, please contact Lydia at lydia@tmsgauteng.co.za

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