

# How to assure that coaching will support the empowerment of people rather than bring disappointment?

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# Coaching?

**No, thank you.** OR **Yes, thank you.**

# Coaching?

## YES

- ❖ professional relationship
- ❖ thinking space, awareness
- ❖ development, learning
- ❖ emotional intelligence
- ❖ choice & change
- ❖ GROW

## NO

- ❖ technique or method
- ❖ quick fix or remedy
- ❖ asking questions
- ❖ a 'smart' way of giving advise or persuading
- ❖ GROW

**The essence of good  
coaching is awareness and  
responsibility**

**Sir John Whitmore**





**What's the importance of relationship?**

“Come on, we are a serious company driven by performance and results, not by loving each other...”

# If you still do not believe it, than let's

- activate your memory and recall how constructive relationships helped you to grow and achieve more;
- get data from more than 20 years research;

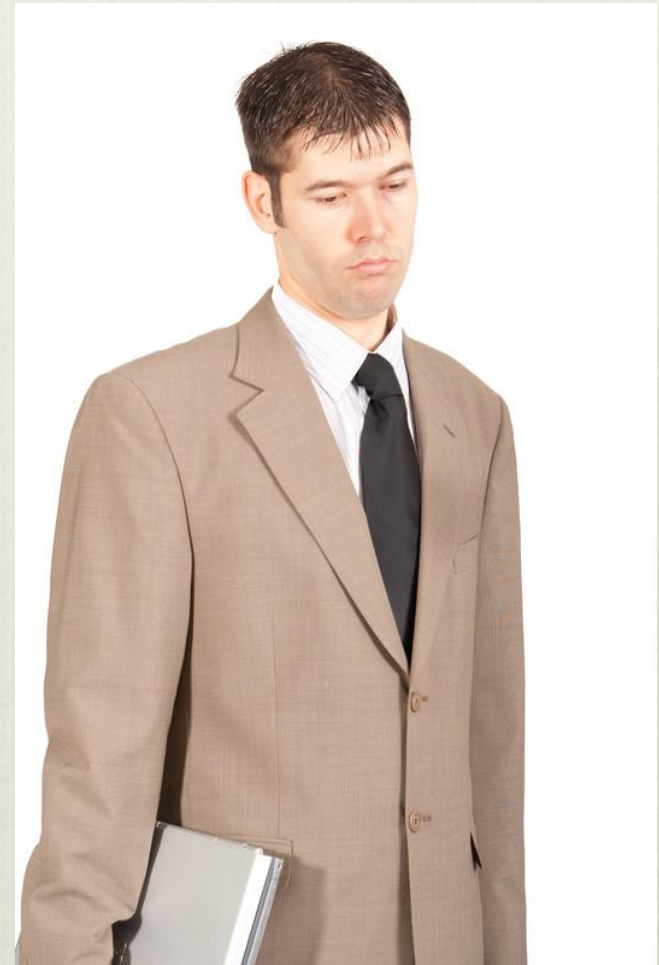


# My own research revealed:

**TRUST; BOUNDARIES; CLARITY; ACTIVE LISTENING; VIEWING FROM DIFFERENT PERSPECTIVES; SELF-AWARENESS; “I CAN & I AM RESPONSIBLE”; E.I. OF THE COACH; SUPERVISION; RELATIONSHIPS MATTER; CONTEXT MATTERS; AGREEMENTS & PSYCHOLOGICAL CONTRACT; MOTIVATION;**



**If you don't mind  
achieving  
disappointment  
sooner or later, then  
you  
can have the following  
attitude and actions:**



But if you care about  
empowering your people  
to learn and grow day  
by  
day and if you seek to  
gain competitive  
advantage for  
sustainable success...



# Once again:

Coaching is so powerful, because its basic philosophy is in complete alignment with the way how human beings function and develop throughout their life.



If it's not working, before blaming it, we should check our approach to it.

**Coaching starts with self-awareness and self-management!**

Coaching is not a MUST.

It is a CHOICE.

If you choose to embark on the journey of coaching, you need to have the suitable preparation, attitude, self- & other awareness, skills, TRUST and patience.

Coaching opens the doors of discovery and  
possibility.

You may be surprised by the power of  
empowerment!

