

Employee Coaching

Nathan Stooke
Layne Sisk



What is Coaching?

All coaching is, is taking a player where he can't take himself. **Bill McCartney**

- Handling vs Coaching. What is the difference?
 - Wilt Chamberlain- "I am not a thing, I am a person, you handle things you work with people"
- Managing vs Coaching, are they the same thing?
 - Baseball has a manager and then other coaches
- Can you be a manager and a coach?
 - How do you change hats if you do both?
- Why do we call it coaching?
 - Coaches work with individuals to maximize their performance
 - Coaching is focused on the individual



Coaching Your Managers

Man, coaching is a hard job, and it requires a lot of time... **Joe Montana**

- Types of coaching
 - Goals
 - Rocks
 - Breaking down BHAGs into manageable pieces
 - Teaching
 - Physical Skills
 - Interpersonal Skills
 - Mental Skills
- Methods of coaching
 - Methods need to match the individual
- Setting an example
- Great coaches beget great coaches
 - Pat Riley, Greg Popovich, Andy Reid, Bill Belichick



Teaching Coaching

I think what coaching is all about, is putting players in a position where they can excel within the framework of the team winning. **Don Shula**

- Coaching a coach
- Do as I say, not as I do, will not work
- Coaches do not seek glory, they seek success
- What motivates the individual varies
- Coaching is about communicating
- Recognize the success of the individual, but credit the coach as well



Follow Up

Accountability breeds response-ability. **Stephen Covey**

- Goals
 - Goals have to be bought into, they can't be dictated
 - Insure your managers have input on their team goals
- Rewards
 - Be clear what the rewards are
 - Don't move the goalposts
- Accountability
 - Create specific check in times
 - Small course corrections avoid large outcome deviations
 - Don't wait till it is too late, especially with new leaders



Give Credit

It is amazing what you can accomplish if you do not care who gets the credit. **Harry S Truman**

- Your teams success is your success, but they need to know they are recognized for their efforts.
- No one is successful on their own, but one person can cause the entire team to fail
- A coach takes the blame, but gives his players the credit.
 - Danny Murtaugh
- Don't let your ego get in the way
- If your company succeeds do you really care who gets the credit?



THANK YOU

