



## How to Select a Coach to Accelerate Your Organization's Success

A new option for developing and accelerating your operations is employee coaching. The right coaching program is more effective than other options since the right coach can:

1. Align the coaching program with the business strategy and goals
2. Cultivate personal relationships that inspire them to learn
3. Provide the employee feedback so they have the wisdom to manage their career
4. Build the employees' confidence by acknowledging their success.
5. Allow the employee to select, which competencies they want to improve.
6. Assist management in recognizing the behaviors that separates top talent from the rest of the team

Not any coach can do this, so it is important to take some time to interview your coach to get the best results from your program. So how do you select a "GGREAT Coach"? Here are some guidelines to determine if your potential coach meets "GGREAT" standards.

GG – Goals to Get Better  
R- Realistic  
E- Enthusiastic and Passionate  
A-Attitude  
T-Trust

Using the above five criteria will ensure that you select the best coach for your team's coaching program. Let's dig deeper into each of these requirements.

### **Goals to Get Better**

The main goal of the coach is to improve your team. So the first thing a great coach must be able to do is improve themselves. Uncover their self-development process. Do they have mentors, what books have they read, and how often. What websites do they read and what conferences do they attend to stay ahead. Next, do they set goals, and deliver on them. How will your coach measure your teams' improvements if they cannot measure their own success? Coaches that are motivated to improve themselves will improve your team by setting goals for your staff and teaching them to measure progress.

### **Realistic**

A great coach is realistic and knows how to articulate a clear message to persuade a participant about the realities of any given situation. A good coach can guide the employee to set reasonable targets. Wise goals allow the employee to feel good about the small progress they make. Too often, the employee sets the bar too high, and they drown trying to drink water out of a fire hose. Teaching your staff how to identify the reality that they work in will give them the ability to adjust their message to each individual they communicate with, which will enhance their persuasion skills.

### **Enthusiastic and Passionate**

When you hire a new employee, you want them to be excited about what they do and joining your team. Expect the same from your coach. Are they energized about the opportunity to inspire your team? Do they talk about their passion to seeing others get better? Do they talk about the positive impact they have made during previous coaching assignments? If they bore you during the interview, then it is likely that their coaching will not be inspirational. You want a coach that will generate power that will stimulate your team to new highs in their performance.

### **Attitude**

Attitude could be the toughest trait to judge of your perspective coach. Yet, this behavior is critical. Does the coach's attitude reflect positive behavior, which focuses on how to succeed and make progress? Can they manage their emotions when things get sticky so that they set a good example? Do they share with you past positive behavior and results that they have created with other employees? A 'great' coach will choose to make their coaching program special, challenging and achievable for most of the participants. Secondly, a great coach will have the confidence to use their mistakes as a learning lesson, by taking responsibility for their mistakes as well, to show that everyone makes a mistake.

### **Trust**

Building trust is one of the most critical skills a coach must possess. To earn the trust of your employees the coach must have integrity, and be believable. Does the coach practice what they preach? Will they be able to walk the talk when things get tough, will they take the heat when things go wrong, and can they apologize for their own mistakes! An employee will recognize a fake and your program will be dead before it starts. Therefore, your coach needs to have strong recommendations from previous clients. Past wins are a strong indication of your project's future.

Coaching is the latest practices to support talent development. Whether you are meeting with a large organizational development company or an individual practitioner, it is extremely vital to the program’s success that you select a coach that can deliver the outcomes expected from the program are design. Who is selected to deliver the coaching will make the biggest impact on your employees.

**Mission**

Corralling Chaos is a catalyst for authentic leadership and high performing teams. We help you identify and overcome organizational barriers that block your success. We coach leaders, conduct evaluations and workshops to drive business growth and professional evolution.






**Strategies to Deliver Your Vision**

**We help you to**

- Align** culture and behavior to P&L
- Increase** retention and productivity
- Develop** your potential leaders



**Cracking the Code of Human Potential™**

-  **Exploring:** Situational awareness interviews with key client stakeholders
-  **Targeting:** Intentionally design solutions to align intangibles to program goals and P&L
-  **Activating:** Launch project, promote objectives, establish participant viewpoints
-  **Experiential Training:** Deliver blended learning via 1:1 coaching and group workshops
-  **Reporting:** Participants present their learning & improved outcomes to key stakeholders