

IMPACT 2022

CORNERSTONE ANNUAL MEETING & COUNCIL FORUM

3 Reasons Managers Don't Coach

AND WHAT TO DO ABOUT IT!

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CU Difference

TODAY'S BHAG

1. Uncover coaching pitfalls to avoid
2. Investigate 3 reasons your managers don't coach and what to do about it
3. Explore different coaching methods that can occur in 5 minutes or less
4. Develop a coaching plan



COACHING PITFALLS



Photo by Kurt Cotoaga on [Unsplash](#)

1. Focusing on lower performers
2. Vague feedback
3. Unbalanced feedback
4. Results-based feedback
5. Talking too much

THE COACHING EFFECTIVENESS EQUATION

$$B \times E = S$$

WHY AREN'T WE COACHING?

1. Fear
2. It's unnecessary
3. No time



FEAR

1. Coach-the-Coach
2. Training & Support
3. Model the Behavior



IT'S UNNECESSARY

1. Realize the value of coaching
2. High performers versus low performers



No TIME



1. Use a variety of coaching methods
2. Coaching without the manager present

QUESTION BACK COACHING

How Often: Daily
How Long: 2 minutes
Manager Present: Yes



30 SECOND COACHING

How Often:

All the time

How Long:

30 seconds
(or less!)

Manager Present:

Yes



RATING COACHING



How Often: Monthly
How Long: 5 minutes
Manager Present: Yes

PEER-TO-PEER COACHING



How Often:

Twice Weekly

How Long:

8-10 minutes

Manager Present?

No

GROUP COACHING

How Often: Monthly
How Long: 10-15 minutes
Manager Present: **No**





SELF-DIRECTED LEARNING COACHING

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How Often:	Weekly
How Long:	5 minutes
Manager Present?	No

G.O.A.L. BASED COACHING

How Often:

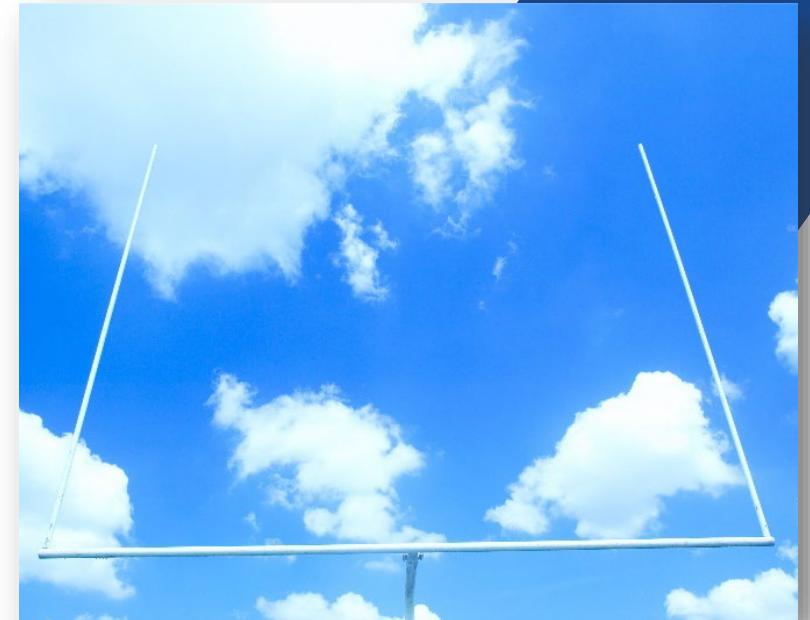
Monthly

How Long:

10-15 minutes

Manager Present:

Yes



OBSERVATIONAL COACHING



How Often:	Weekly
How Long:	10-15 minutes
Manager Present:	No

JOURNAL BASED COACHING

How Often:

Weekly

How Long:

3 minutes

Manager Present?

No



NON-VERBAL COACHING

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How Often: Daily
How Long: Seconds
Manager Present: Yes



THE COACHING PLAN

1. Learning Project
2. Discuss the Project
3. Have an activity
4. Assign a Learning Project



THANK YOU!

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