

Situational coaching



If you wish your people used their initiative more, took more ownership and responsibility, offered solutions not problems, ask yourself:

How much do my people need my approval, my permission, my answers?

How high is their dependence on me?

If, on reflection, you'd like to create more independence and interdependence, a coaching approach is essential to move forward.

Coaching doesn't have to:	Instead you can:
Be a series of scheduled appointments	Coach as you go! Respond with a coaching approach whenever the opportunity arises: In a conversation When someone is stuck Following a meeting to pick up on an issue while it's 'live'
Take up a large chunk of your day	Coaching habits take a few moments: offering questions instead of answers listening and giving pointers towards solutions giving people ownership instead of increasing dependency on you
Add to your to do list	Taking a coaching approach across the working day means you won't have to 'make time' for coaching. Situational coaching will empower others and free you to unload some of what you carry
Be a formal part of a development process	Make feedback easier by including coaching techniques and skills from this resource whenever you give feedback. Create 'on the spot' development opportunities.

Situational coaching, moving from dependence to interdependence, will pay you back with more space and time to focus on how you most add value, will result in more 'right level' dialogues ~ people coming to you having thought things through, and will encourage divergent thinking ~ suggestions, possibilities, new ideas.

Higher levels of engagement, responsibility and interest for them and more fulfilment for all.