



The Dimensions of Great Coaching

Coaching has become an essential competency for all leaders. Leaders at all levels are now expected to participate in an intense interpersonal process that stimulates and equips a person to perform at a higher level. Ultimately, the test of any coach's success is this: Do others attribute their higher performance and career acceleration to you?

Leaders who master the art of coaching succeed in these dimensions:

Character

Leaders can earn the right to coach through the quality of their character and being deeply committed to the success of the people they lead.

Connection

The transformational process of coaching occurs when a unique peer-to-peer connection is built on mutual trust.



Coaching Dimensions

Conversation

A coaching conversation challenges assumptions, surfaces obstructions, explores possibilities, and charts exciting new pathways forward.

Culture

A coaching culture is evident when learning is greatly valued, well-intentioned feedback flows freely, and team members challenge each other.



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The Impact of Coaching

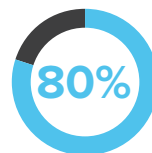
Effective leaders challenge themselves to be a catalyst of growth and development for their team members. They make the conscious shift to be more coach-like in all their interactions. They continually earn the right to coach, work to build unique relationships, and engage in difficult conversations. These leaders have the perspective that those they coach are creative, resourceful, and full of potential.

Great coaches are focused on turning intention into action and ask questions such as:

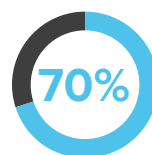
- What is the most powerful step you can take?
- What resources do you need?
- To whom are you going to be accountable?
- How are you going to know when you are successful?

The Benefits

Coaching combined with training **boosts productivity** by an average of **86%** compared to **22%** with training alone. ⁽¹⁾



Report increased **self-confidence** ⁽²⁾



Report improved **work performance** ⁽²⁾

- Strengthened organizational strengths
- Enhanced relationships and collaboration
- Improved communication skills
- Increased retention and job satisfaction

1. Personnel Management Association report
2. ICF

At Bluepoint, we know coaching is a craft that can be developed. Whether you wish to hire a coach, need a coaching training program, want to develop a coaching culture throughout your organization, or simply need a few helpful tools and resources, we can help.

www.bluepointleadership.com