

Manager vs. Coach

Did you know that there is a huge difference between coaching and managing?

Managing

- relies on defined criteria to measure tangible milestones. It is the manager's responsibility to control set procedures, plans, and assets.

Coaching - molds an employee's attitude, behavior, and skills. As a coach, you must motivate and counsel your employees to help them identify and realize their full potential.

Anyone that has employees, children, a partner, friends or co-workers qualifies as a coach.

Good Coach or Amazing Coach?

Anyone can be a good coach. How boring is that? Amazing coaches have personal characteristics that stand out and are noticed by everyone they encounter.

Characteristics of Amazing Coaches

As an amazing coach, you are 100% responsible for evaluating your employees' skills, performance, and goals. This information then enables you to create appropriate objectives, set distinct expectations, and develop a plan to support your employees to be their best.

Coaching takes time and energy. As an amazing coach, you must capitalize on your personal experiences in order to relate to your employees' needs; otherwise you just play lip service. If you want to be an amazing coach, the first rule is that there is no time off. You must be amazing every where you go. You being amazing will not only benefit those around you, you will benefit beyond belief. The following are characteristics you need to always be an amazing coach:

Be Supportive – you will gain respect and trust from everyone around you

Be Patient – you will reduce conflict with everyone

Be Attentive – you will avoid overlooking problems

Be a Goal Fanatic – you will clearly define tasks for your employees, people flourish with structure

Be Enthusiastic – you will pass on your energy to your everyone

Be Knowledgeable – you will solve problems effectively

Be Flexible – you will adapt to changing situations

Be an Excellent Listener – you will determine the needs of others and they will know that you care

Be a Team Player – you will remember the importance of every person around you

Be Open to Feedback – you will gauge your effectiveness, understand what needs to change and develop deep gratitude

Amazing Coaches

Amazing coaches create an environment that encourages learning and fun. As a coach, you must display the correct values, attitude, and commitment to win your employees' trust and strengthen their willingness to learn. The following are actions amazing coaches take to produce a healthy learning environment:

Build real relationships with employees.

Establish impeccable credibility.

Create and communicate clear expectations.

Consistently plan for success.

Provide supportive feedback.

Lead by example.

Motivate employees and enhance morale by being playful.

Build real relationships with employees

The coaching process is more than instructing and advising employees. As a coach you must develop real and trusting personal relationships with individuals to better understand each person's needs and goals. Never give up on anyone

Establish impeccable credibility

Credibility

is the cornerstone of coaching. Employees will not accept you as a coach until you have earned your credibility by demonstrating your honesty, loyalty, and competence. You do this by honoring your word to yourself and others.

Create and communicate clear expectations

As

an amazing coach, you must keep your employees on the right path to success. To do so, meet with your employees to jointly create a list of crystal clear expectations that will help them reach their individual and team goals. By working together, you will avoid the possibility of miscommunication.

Consistently plan for success

It

is your job as a coach to evaluate your employees and their goals. Once you understand their strengths and weaknesses, you can then create the most effective plan to help your employees succeed.

Provide supportive feedback

An

amazing coach must evaluate an employee's performance and provide direct, clear, and helpful feedback. Keep your recommendations positive and constructive by providing information that will help employees improve their performance.

Lead by example

As

an amazing coach, you must follow the same principles you teach your employees. Use your position of authority to promote honesty, consistency, and dedication on a daily basis.

Motivate people and enhance morale by being playful

Employees

can lose sight of their objectives if they feel overwhelmed. It is your responsibility as an amazing coach to use motivational techniques to keep your employees focused on reaching their goals. Playfulness is one of the most effective ways to keep morale high. Always have fun.

Action Exercise

Think

of one thing that you can do that will enhance your effectiveness as a Coach, write it in your daily calendar and begin immediately.