



# The Coaching Path



Advanced Cross-Culture Leadership Program



# What is Coaching?

## Coaching

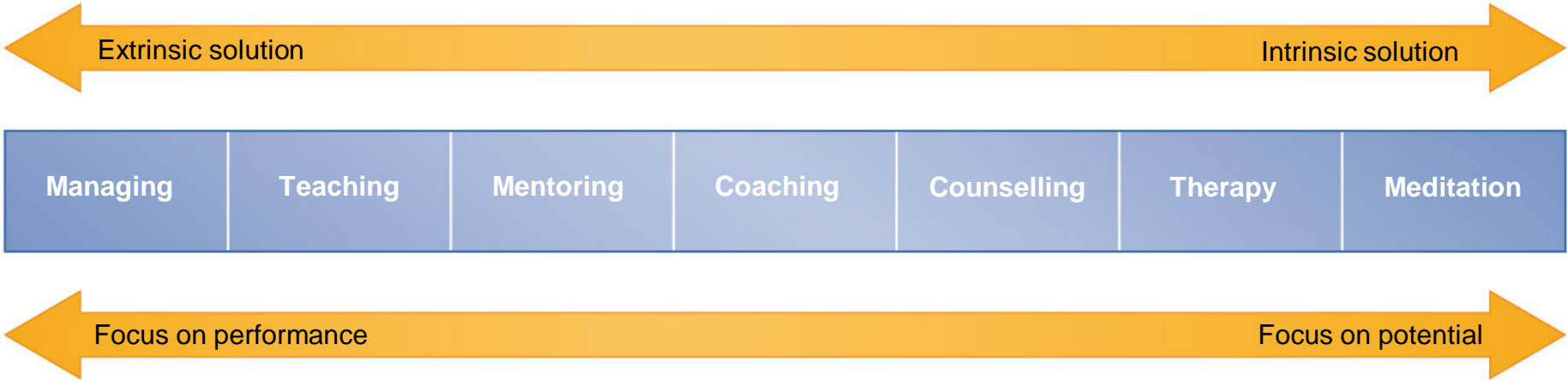
When you look at how coaching is being defined/described there seems to be a polarization between two camps:

1. **Transference:** those who believe that coaching is a process of transference - whereby one person with prior knowledge or experience can impact this wisdom to others with a goal to optimize performance.
2. **Discovery:** Those who think the coach's role is to help others release untapped capability – to help the person be who they are and what they want to be. Here the focus is more on releasing potential



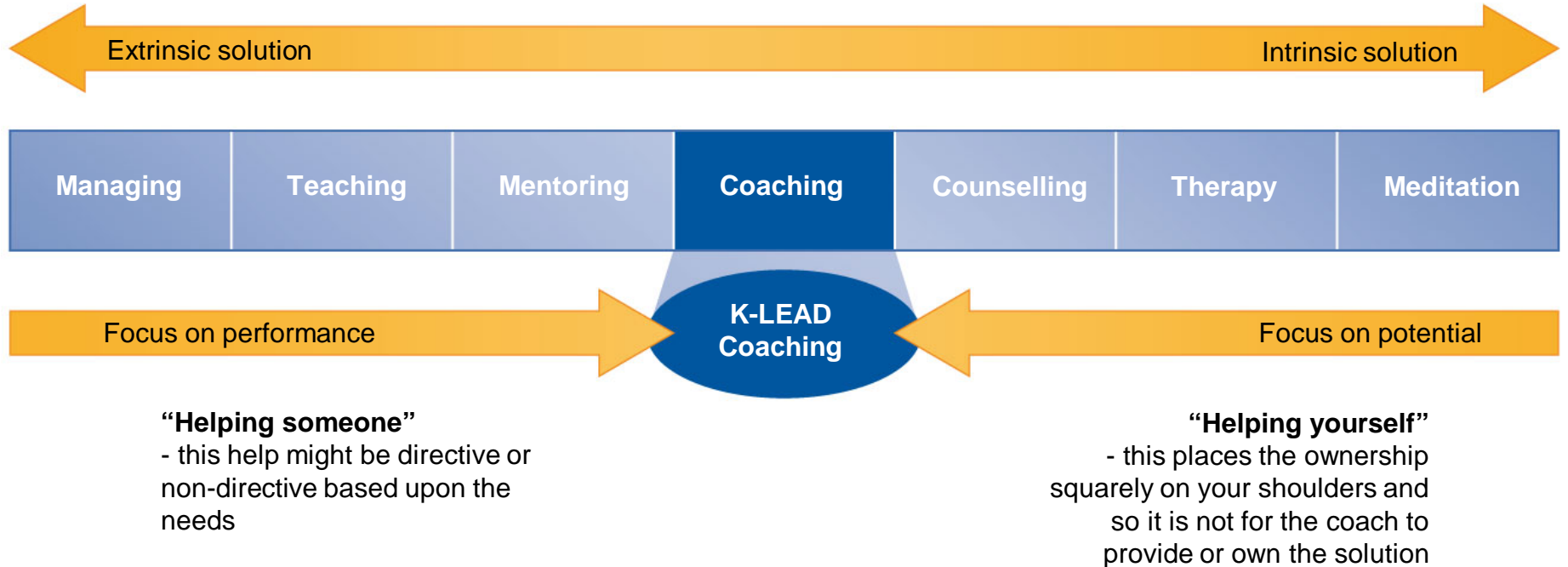
# Where does Coaching fit in?

Coaching



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## Coaching



# Role of a Coach

## Coaching

The coach's role is to:

- help you make the change in your journey
- stick with the new direction.

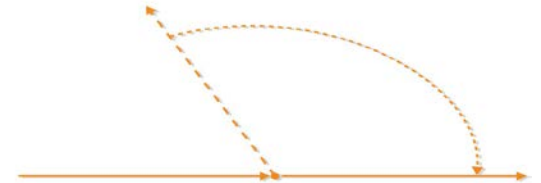
**Divert** - In this case the angle of deviation is marginal and will have a relatively small level of of impact on you and your life.



**Corner** - This is where someone makes a significant change and turns a corner in how they want to behave. In this case, the change has a larger deviation than a simple diversion from the normal behaviour.



**Break** - In this case the change is a significant variation from the normal direction.



**About turn** - This is a major change in direction, where the new action is the complete opposite to the old behaviours. This is a complete reversal from your established comfort zone. This would require major emotional, mental and physical energy.

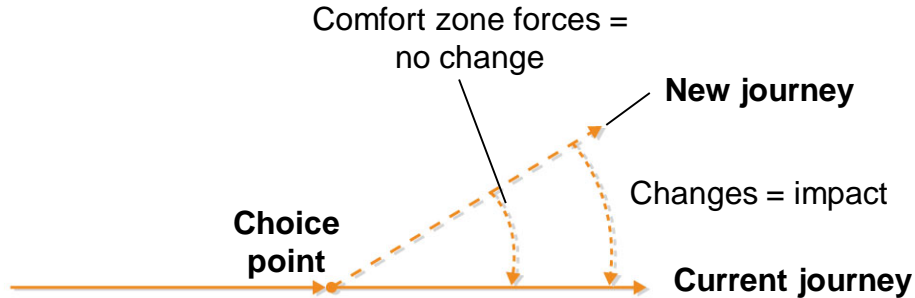


# What is Coaching? – questions to be answered

## Coaching

When considering what a coach does, it is relevant for you to consider:

1. What is your current situation?
2. What is the new direction you wish to take?
3. How different is the new from the current (degree of deviation)?
4. How strong will the reversion rubber band be?
5. How strong are the forces pulling you in the new direction?



# What is Coaching? – What is the Goal?

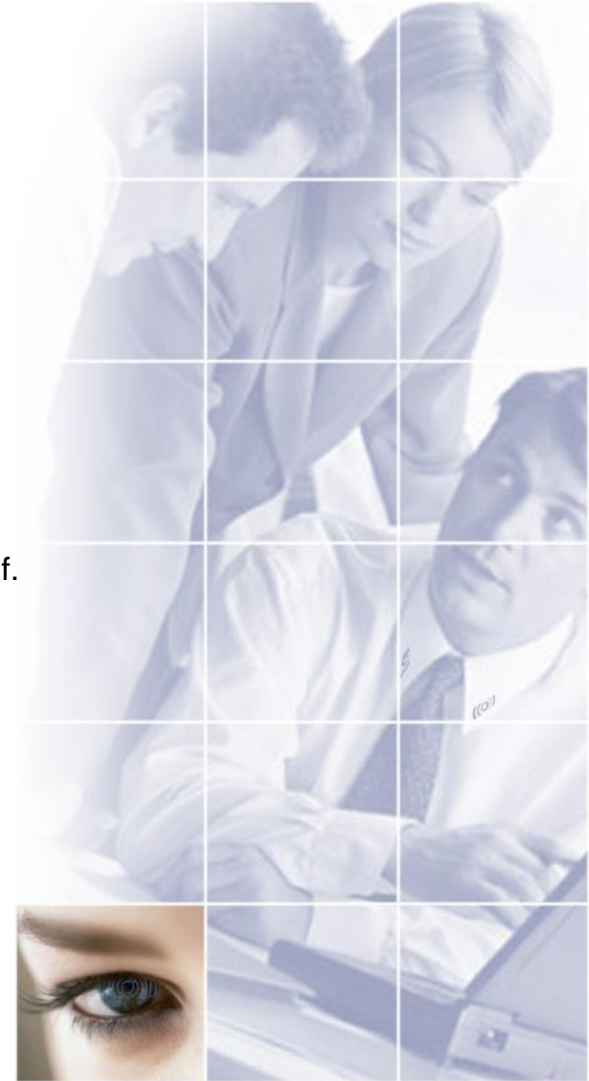
## Coaching

### Value through sustainable change

- **Change** – Something must be different at the end of the coaching process.
- **Value** – the main gain is the value derived from the change – not the change itself.
- **Sustainability** – coaching that doesn't help isn't coaching.

The change process tends to often be a rush towards “fixing the problem”.

But experience shows that successful and sustainable coaching is driven by a willingness to embrace and understand these principles.



# Our Training methodologies – To help you change

## Coaching

- Skills Development
- Knowledge
- Methods
- Group/Team Coaching
- Brainstorming
- Group discussions
- Syndicate exercises
- Personal Coaching
- Action step list
- Lessons learned
- Skills practice - follow up strategy





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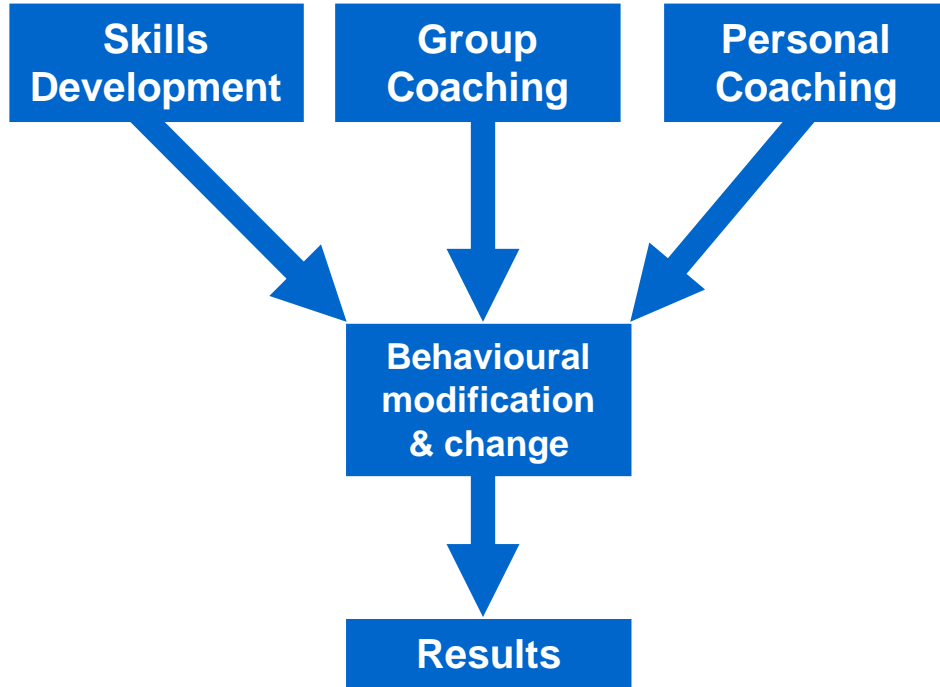
We will be very direct, open, funny and provocative .....

....but at no time aggressive



# Our Training methodologies – To help you change

## Coaching



# Behavior modification to improve effectiveness

## Leadership type



### DRIVER

- Speed it up
- Get right down to business
- Show to reach their goal
- Treat with conviction and efficiency

### ANALYTICAL

- Slow it down
- Get right down to business
- Be deliberate, methodical
- Treat with accuracy and complete staff-work



### AMIABLE

- Slow it down
- Get to know them
- They want other people involved
- Treat with warmth and sincerity

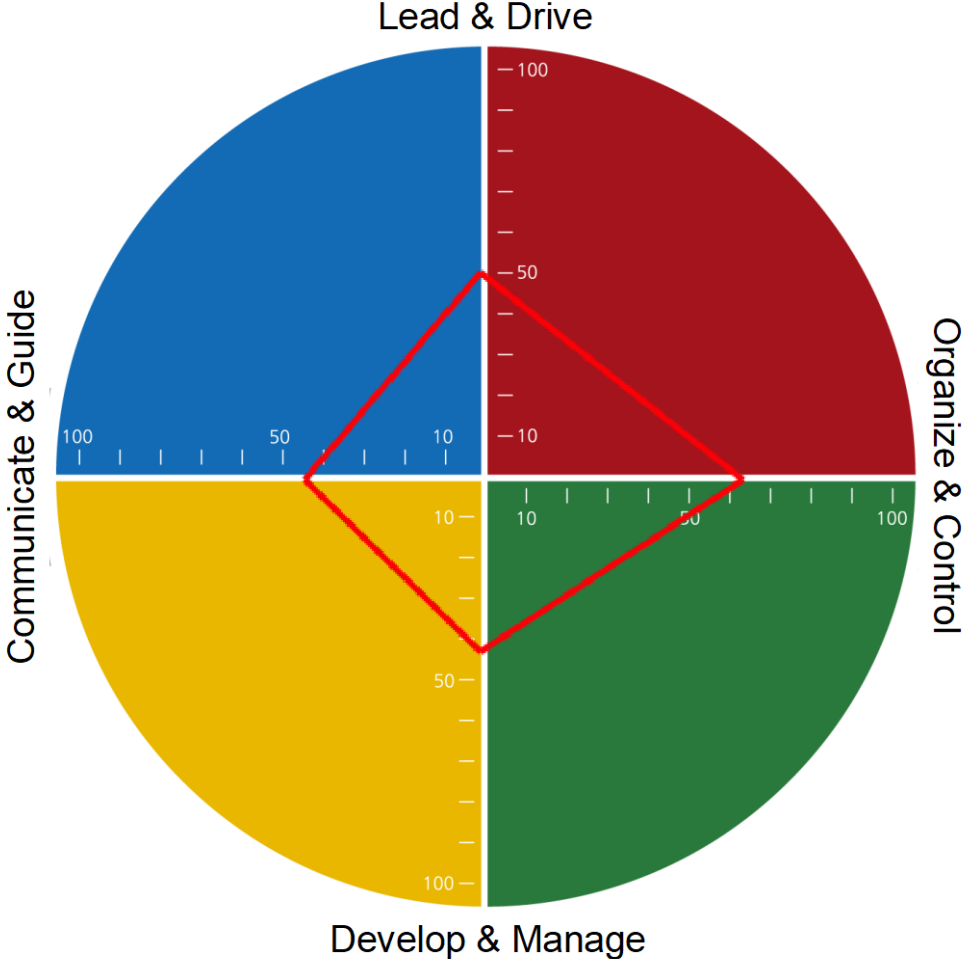
### EXPRESSIVE

- Speed it up
- Get to know them
- Like what look good and feels good
- Treat with flair, fun and upbeat

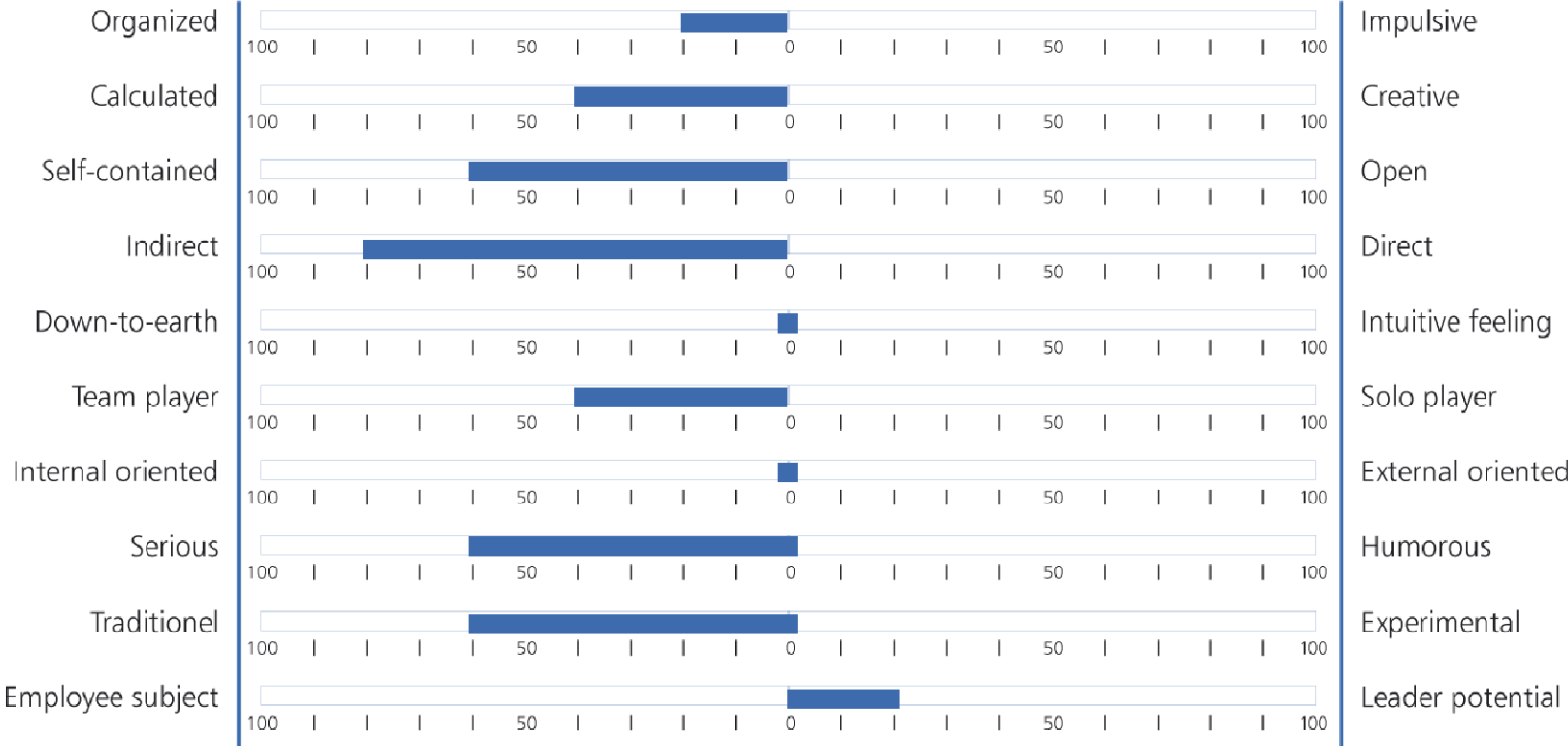


# Evaluation

Your leadership profile consists of the following personal and behavioural style:

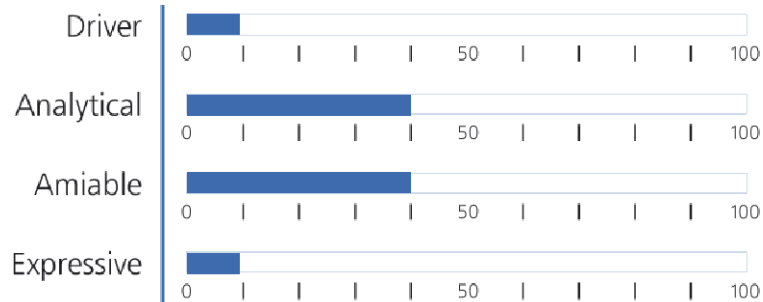


# Evaluation

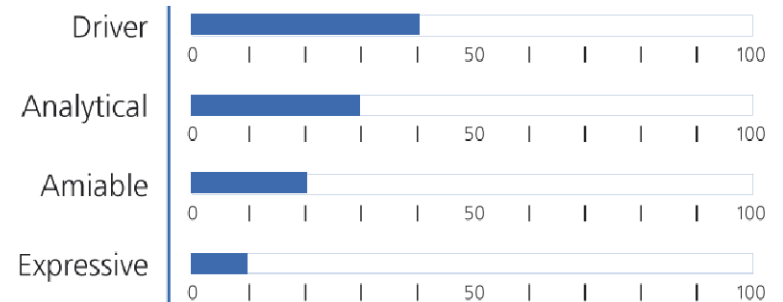


# Evaluation

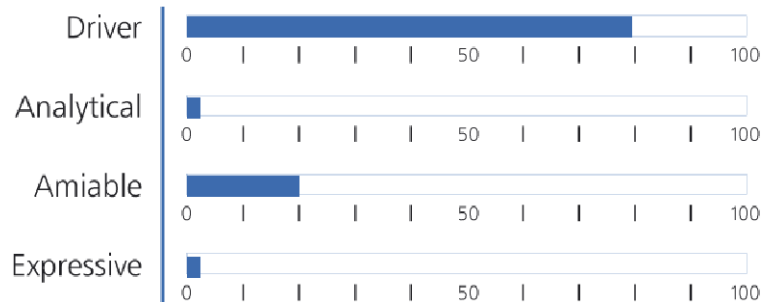
## How you make decisions:



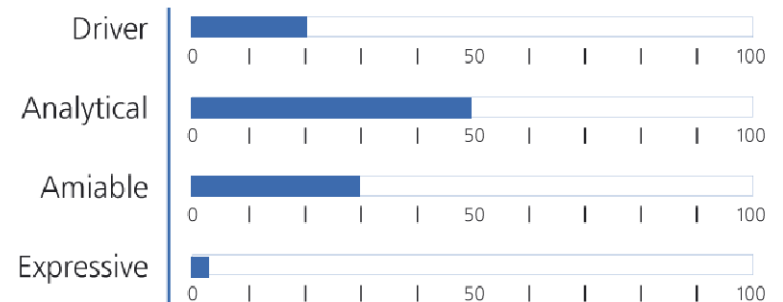
## How you carry out decisions:



## Social capabilities in business situations:



## Capability to show interest for the view of the other person:



# QUESTIONS?

## Global University Alliance

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# Thank You

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Researching Best & Leading Practices | Developing Standards

**(((G))) LEADING PRACTICE**  
*We set the Enterprise Standards!*

