

The Players Won't Play, if the Coaches Don't Coach

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In today's increasingly competitive marketplace, PMPs today are realizing that 'Managing' and 'Coaching' are indeed two separate skill sets. Research shows that effective coaching is a key performance driver that helps employees achieve their full potential. The unfortunate reality is many PMPs find it difficult to establish coaching as a key leadership strategy. Managers and supervisors struggle to develop effective coaching skills and to prioritize its importance as a key activity that can increase the effectiveness of their teams. Managers and supervisors' time is often occupied with solving problems and putting out fires. This allows the employees who create 20% of the productivity to occupy 80% of their time, energy and attention. Progressive PMPS have discovered that their most effective leaders are those who have the ability to sustain a balance between a high focus on both goal achievement and sensitivity to people. It's creating a positive, challenging environment where people motivate themselves and continually perform on higher levels. Effective Coaching helps your leaders develop the attitudes, beliefs, skills, and behaviors to achieve this important balance as they learn to effectively coach their staff to higher levels of success.