



Speech at WED  
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## **The power of coaching in leadership** **Why is the coaching skill for leaders so crucial?**

Coaching is widely regarded as one of the most innovative skills for leaders due to its transformative impact on organizations and individuals and yet it is still the *least* practiced by leaders.

It takes courage to ask questions rather than to offer up suggestions and advice or to find quick solutions.

This is a completely new mindset; this is a coaching mindset that consists in mastering a simple, yet profound technique and doing so you will support your team or people in a much more effective way.

What prevents the Coaching Skill from spreading and having a positive impact is the old leadership approach that compels managers and leaders to give advice instead of asking people, leveraging the right questions in order to help them figure out their own solution.

The leader of the past was a person who knew how to tell.

The leader of the future will be a person who knows how to ask.

A coach operates primarily through a conversation with an individual (coachee) or a team.

By asking key questions, the coach helps the coachee define specific goals, identify the resources they need and establish a plan of action to achieve their goals.

I designed five steps to help you own the coaching skill:

**Step number one:** Observe and ask yourself: "What percentage of the day, am I in "advice mode" vs. "asking effective questions mode"?

**Step number two:** Listen proactively to the complaints and grievances of your coachee or team!

**Step number three:** Ask focused and specific questions and wait for an answer!

**Step number four:** Explore the ways to activate the resources of your coachee or team that lie deep within them! And finally...

**Step number five:** Trust your coachee, trust your team, encourage and empower them!

So, sisters you don't need to be a professional coach to own the coaching skill. The good news is that you can train it!

This competence will make you an innovative leader and will take your leadership to the next level because:  
you say less, ask more and change the way you lead, forever!"

Thank you for your attention :-)