

## Manager As Coach

by Laura Husbands

What is the role of a Coach? In sports, it is to develop players to their fullest potential - by analysing their performance, identifying their strengths and areas for improvement and creating an action plan to benefit the performance of a team.

Coaching also entails discipline. Unfortunately, we associate negative outcomes with the word "discipline". Research shows that "discipline" originates from the Latin word "disciplina" which means "instruction" and derives from the root "discere" which means "to learn." Therefore, discipline is not intended to be about punishment; but involves genuinely providing instruction and sometimes even demonstrating how something should be done. Hence, the role of a Coach is to provide guidance on how to become a better player on the field.

At a game, a Coach watches as the team goes through its paces based on previously discussed plays. When the desired results are not being met, what does a Coach typically do? Call a time-out; the purpose of which is to give the necessary guidance to reset behaviours and performance.

Transfer this information to the role of a Coach in the workplace. Are there any differences? If you currently have supervisory responsibilities, even for just one individual, do you see yourself as that person's Coach? Do you see that you have a role to provide instruction and guidance for that individual to develop to their fullest potential? Are you clear on when to call a time-out to address poor performance and unacceptable behaviours that affect the team?



If you need assistance in any of these areas, join the **Manager as Coach Workshop** facilitated by Caribbean Catalyst Inc. This 4 and a ½ hour session is preceded by participants completing self-assessments on their current coaching skills in the areas of **Emotional Intelligence, Communication, Continuous Performance Improvement** and **People Development**. Utilising these scores, participants will learn how to become better Coaches by identifying their strengths and opportunities for growth in these four areas and developing action plans for their direct reports.

The **Manager as Coach Workshop** also infuses aspects of neuroscience in business. This critical understanding and knowledge of how the brain works will assist participants to become better people leaders. This workshop is open for all who have people leadership roles. Email [info@caribbeancatalyst.com](mailto:info@caribbeancatalyst.com) for more information on this interactive learning experience.