



April 2008 Leadership Tip of the Month
Coaching Style of Leadership

Things To Do

- Find one person who needs to raise their performance.
 - Prepare open-ended questions.
 - Ask questions that will uncover their values and goals:
 - “What is important to you?”
 - “What are your goals?”
 - “What do you need to do to keep developing as a professional?”
 - Get them to define the steps toward their goals:
 - “If you were to break your goals into steps, what would they be?”
 - Measurable progress:
 - “How can you measure progress toward achieving your goals?”
 - Have them establish a time frame and deadlines for each step.
 - Check in regularly to provide guidance, feedback and accountability.
 - Provide recognition and praise for progress and success.
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Previous 2008 Leadership Tips of the Month

January – Tout the successes of your group

February – Leaders as watchers

March – Shift from present to future