

ACT LIKE A COACH

Paul Van Den Bosch

*8 Qualities
of Coaching Leadership Style*

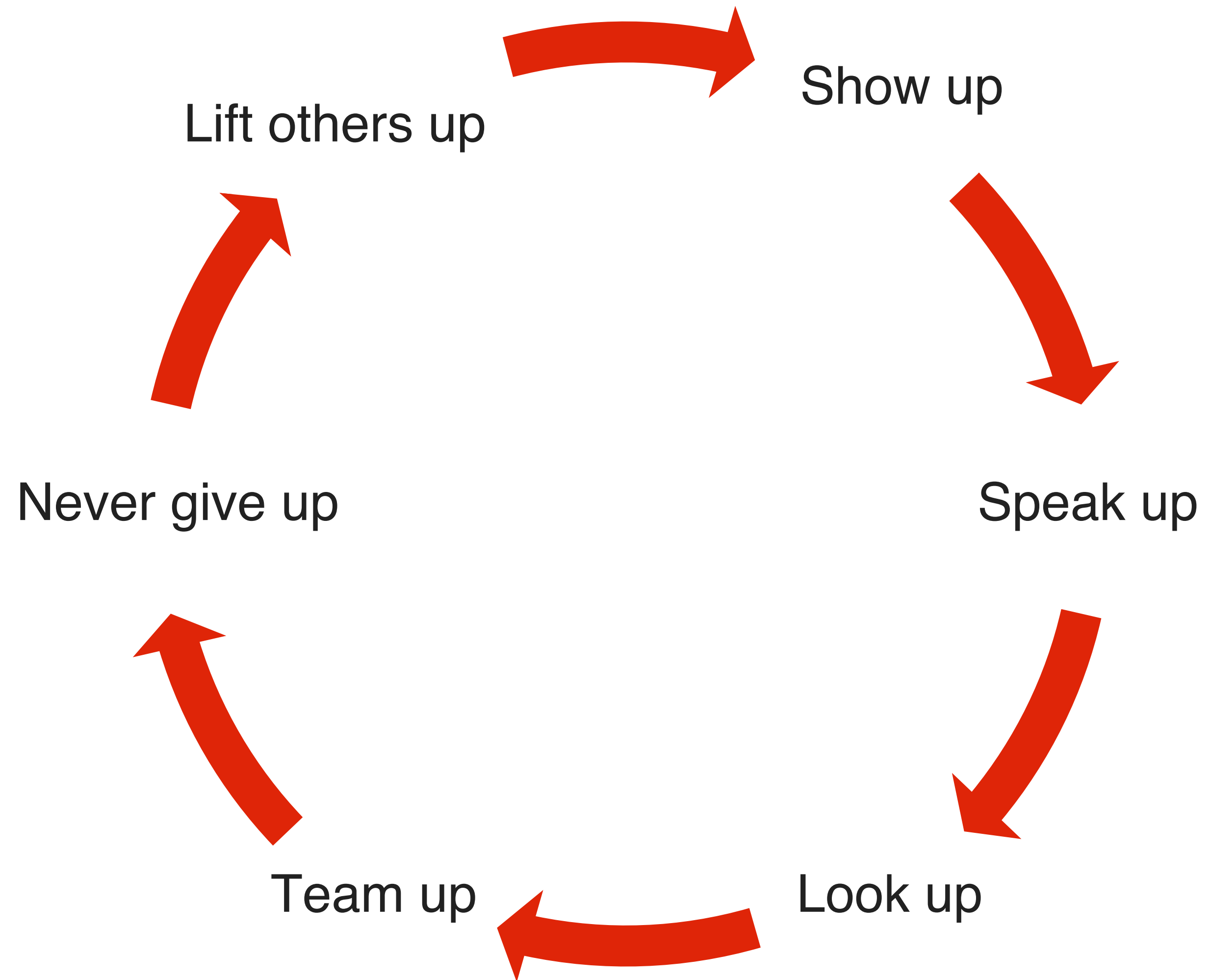


WE ARE ALL **COACHES**



ACT >>>
LIKE A
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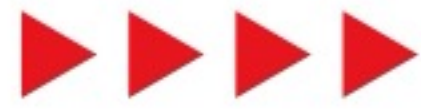
6 KEYS TO LEADING POSITIVE CHANGE



Rosabeth Moss Kanter

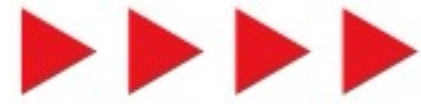
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8 QUALITIES OF COACHING LEADERSHIP STYLE



► Coaching is science

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- ▶ Coaching is science
- ▶ Accept and admit mistakes.
Win together, lose together



GOAL**O**DICEE

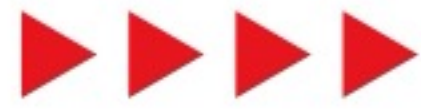
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SET THE GOALS RIGHT

- ▶ Set realistic goals
- ▶ Be happy when you achieve your goals
- ▶ Don't constantly adjust your goals in an upward direction
- ▶ Set your goals in mutual agreement

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LISTENING EMPATHY



ACT
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SEEK FIRST TO UNDERSTAND
AND THEN TO BE UNDERSTOOD.

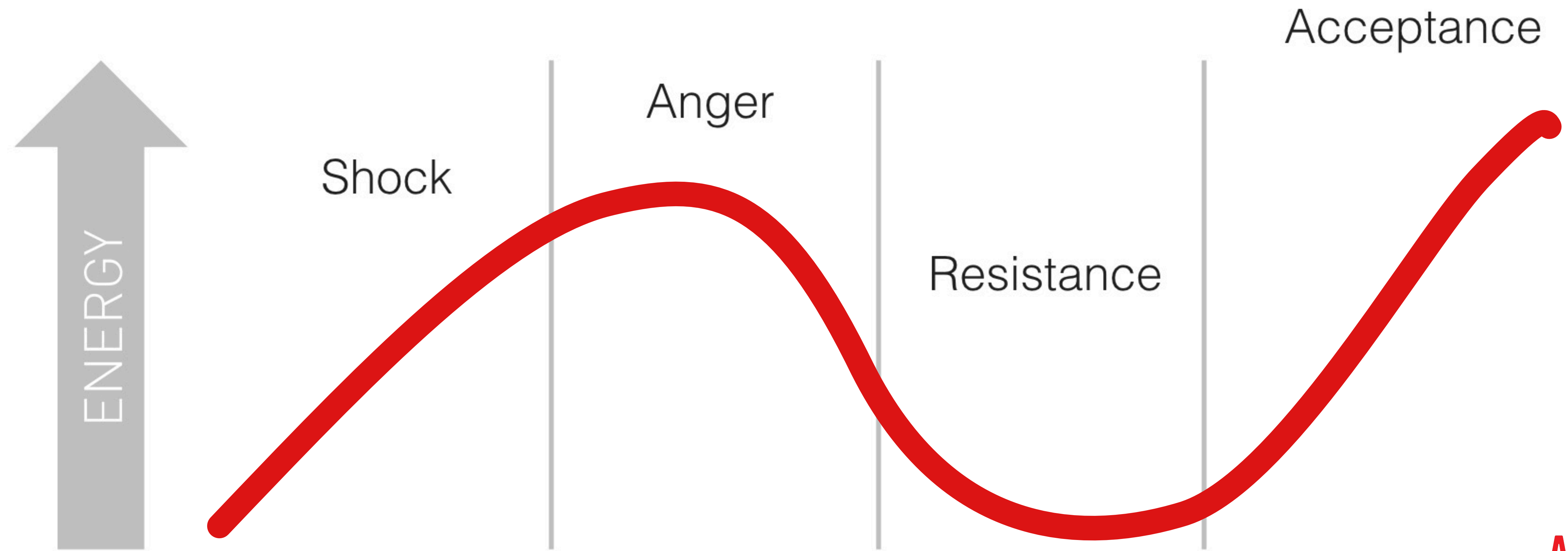
▶▶▶▶▶ *(Stephen Covey)*

FEEDBACK



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NATURAL RESPONSE TO FEEDBACK ▶▶▶▶▶



GIVING
CONSTRUCTIVE
FEEDBACK



▶▶▶▶▶

SITUATION
BEHAVIOR
IMPACT



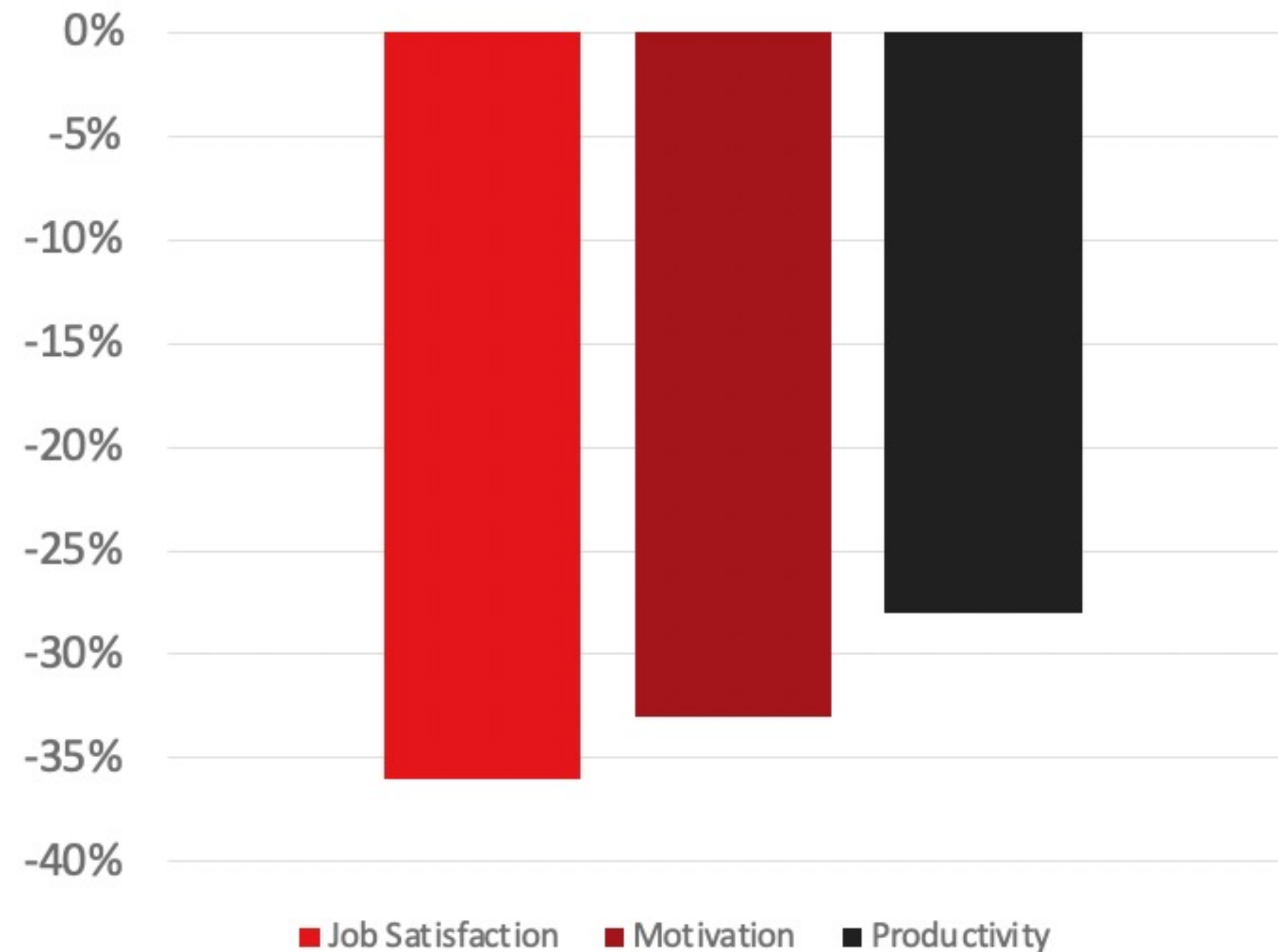
ACT ▶▶▶
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DISENGAGEMENT OF THE EMPLOYEES

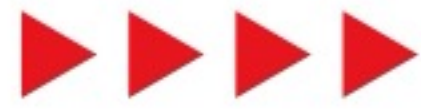


- Constructive feedback: 1%
- Non constructive feedback: 22%
- No feedback: 40%

IMPACT OF **LACK OF APPRECIATION** (KULEUVEN – HR TEMPO TEAM 2021)

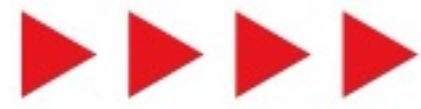


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- ▶ Give a constructive feedback
- ▶ Create a trustworthy environment

TURNOVER OF THE EMPLOYEES



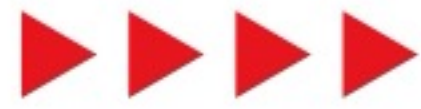
Strengths feedback:
-14,9% compared with no FB

PRODUCTIVITY OF THE EMPLOYEES



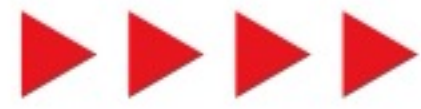
Strengths feedback:
+12,5% compared with no FB

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- ▶ Create a trustworthy environment
- ▶ Focus on strengths

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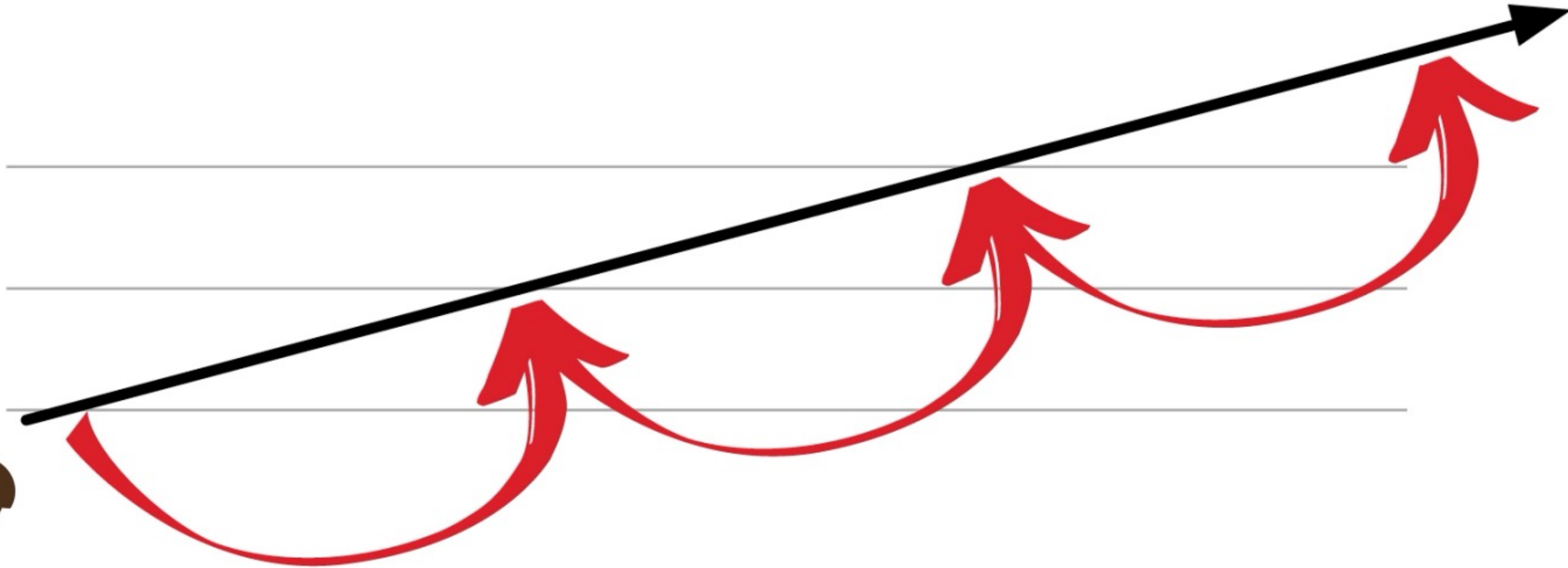


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- ▶ Accept and admit mistakes.
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- ▶ Set the goals right
- ▶ Give a constructive feedback
- ▶ Create a trustworthy environment
- ▶ Focus on strengths
- ▶ Focus on people

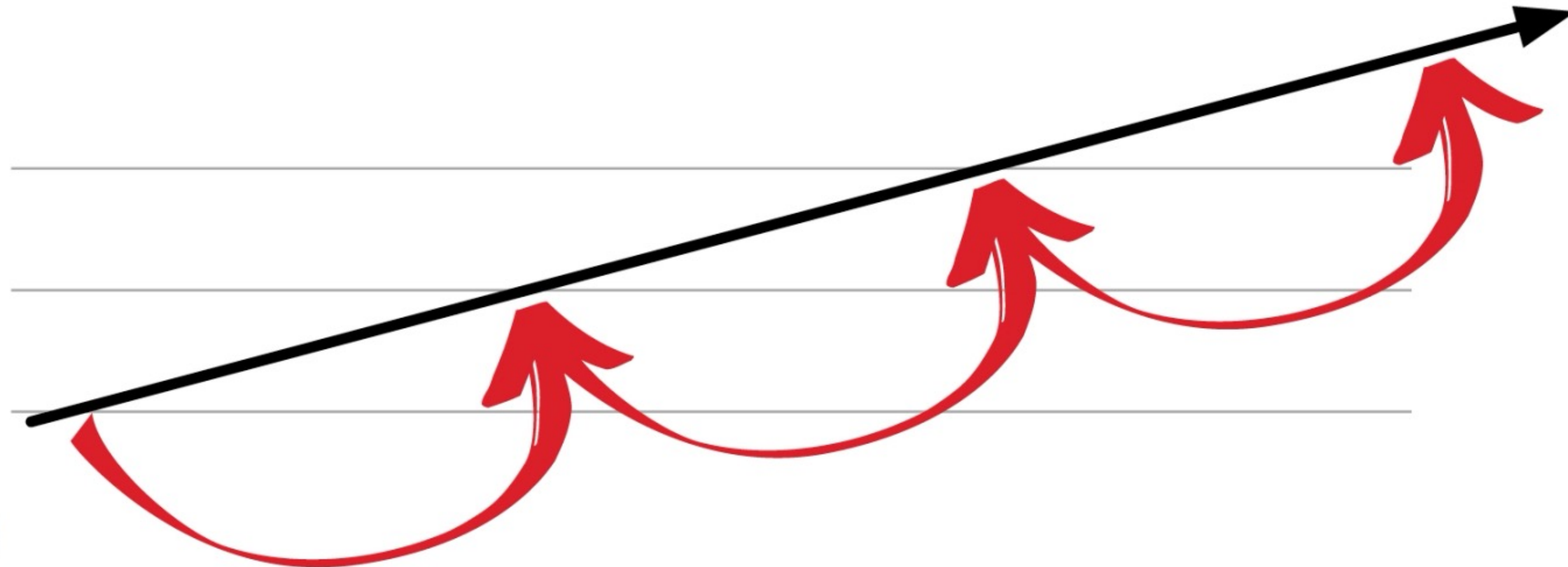
PRINCIPLE OF SUPER COMPENSATION



TIRED FROM TRAINING



PRINCIPLE OF SUPER COMPENSATION



STRESS



MENTAL
SLEEP
EXERCISE
NUTRITION

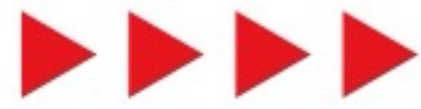
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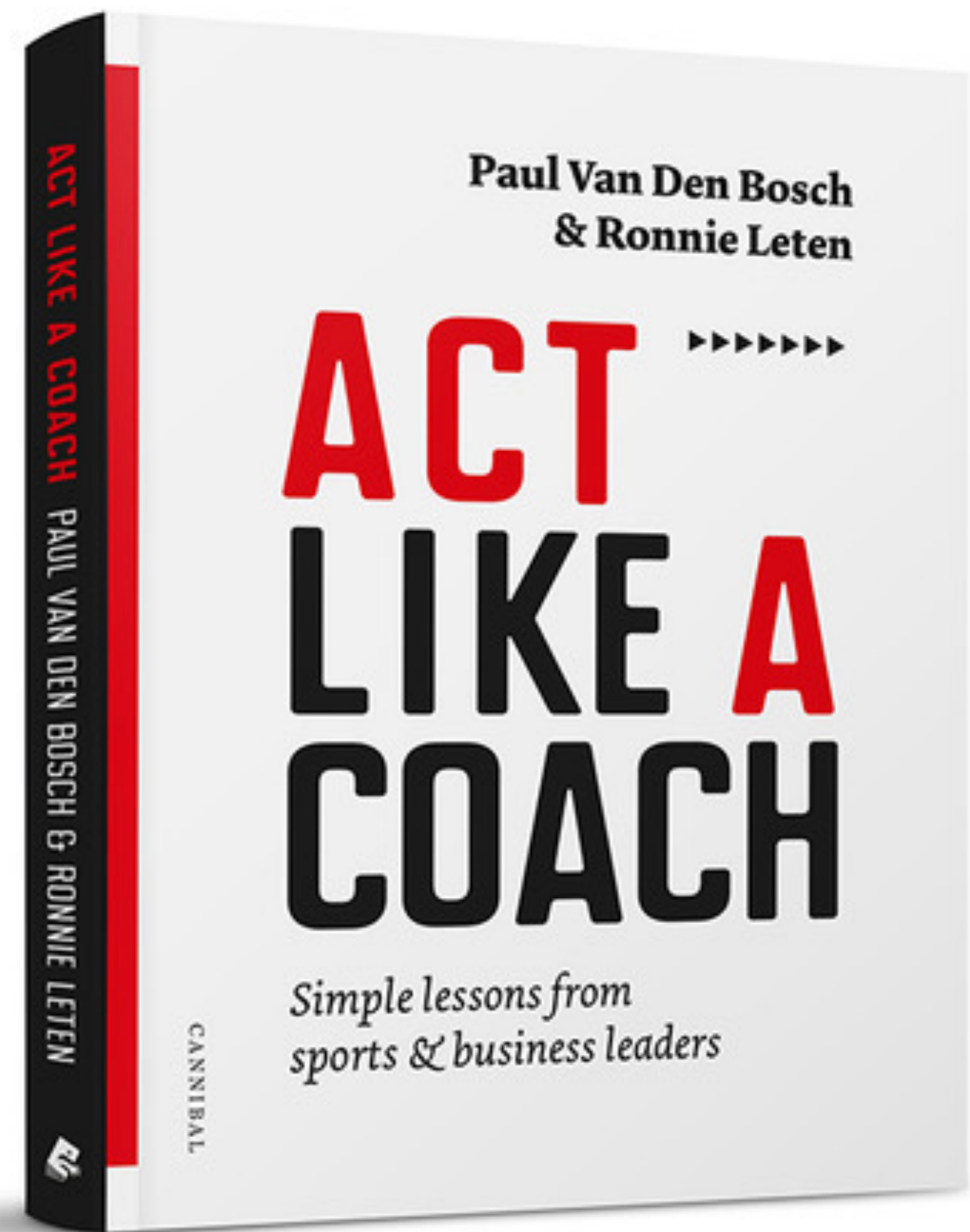
**BETTER PEOPLE MAKE
BETTER COMPANIES**

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- ▶ Set the goals right
- ▶ Give a constructive feedback
- ▶ Create a trustworthy environment
- ▶ Focus on strengths
- ▶ Focus on people
- ▶ See and approach your pupil
in a broad context



ACTLIKEACOACH.BE

COACHING IS FIGHTING FOR
THE HEARTS AND SOULS OF MEN AND
GETTING THEM TO BELIEVE IN YOU.

▶▶▶▶▶ *(Eddie Robinson)*