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BE THE BEST YOU CAN BE

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Be the best you can be
Coaching skills for OSH Practitioners



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OUTLINE

ONE

What is coaching?

TWO

What are the attributes of a good coach?

THREE

The Coaching Practitioner Model

FOUR

Making the transition, developing a coaching style



What is coaching?

Where do ideas and insights come from?



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What is coaching?

“A coach is a collaborative partner who works with the learner to help them achieve goals, solve problems, learn and develop.”



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What is coaching?

“Coaching is a non-directive form of development, where the coach – using highly developed listening skills and by asking insightful questions – pulls ideas, suggestions and plans from the coachee.

Mentoring uses the same skills as coaching but is generally used to describe a situation where a more experienced colleague uses their greater knowledge and understanding to support the development of another.”





Coaches often use a coaching model e.g. the GROW Model, to help them deploy their skills. A good coach: -

1. is an active listener;
verbal and non-verbal
expressions, gestures, metaphors
2. facilitates a conversation by asking great questions;
3. knows when and how to be person-centred;

The attributes of a good coach



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2. facilitates a conversation by asking great questions;
3. knows when and how to be person-centred; and
4. is solution-focused.



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Being solutions-focused

“Suppose a miracle occurs tonight while you are sleeping, and when you wake in the morning, you have what you want.”

“How will you know you have it?”

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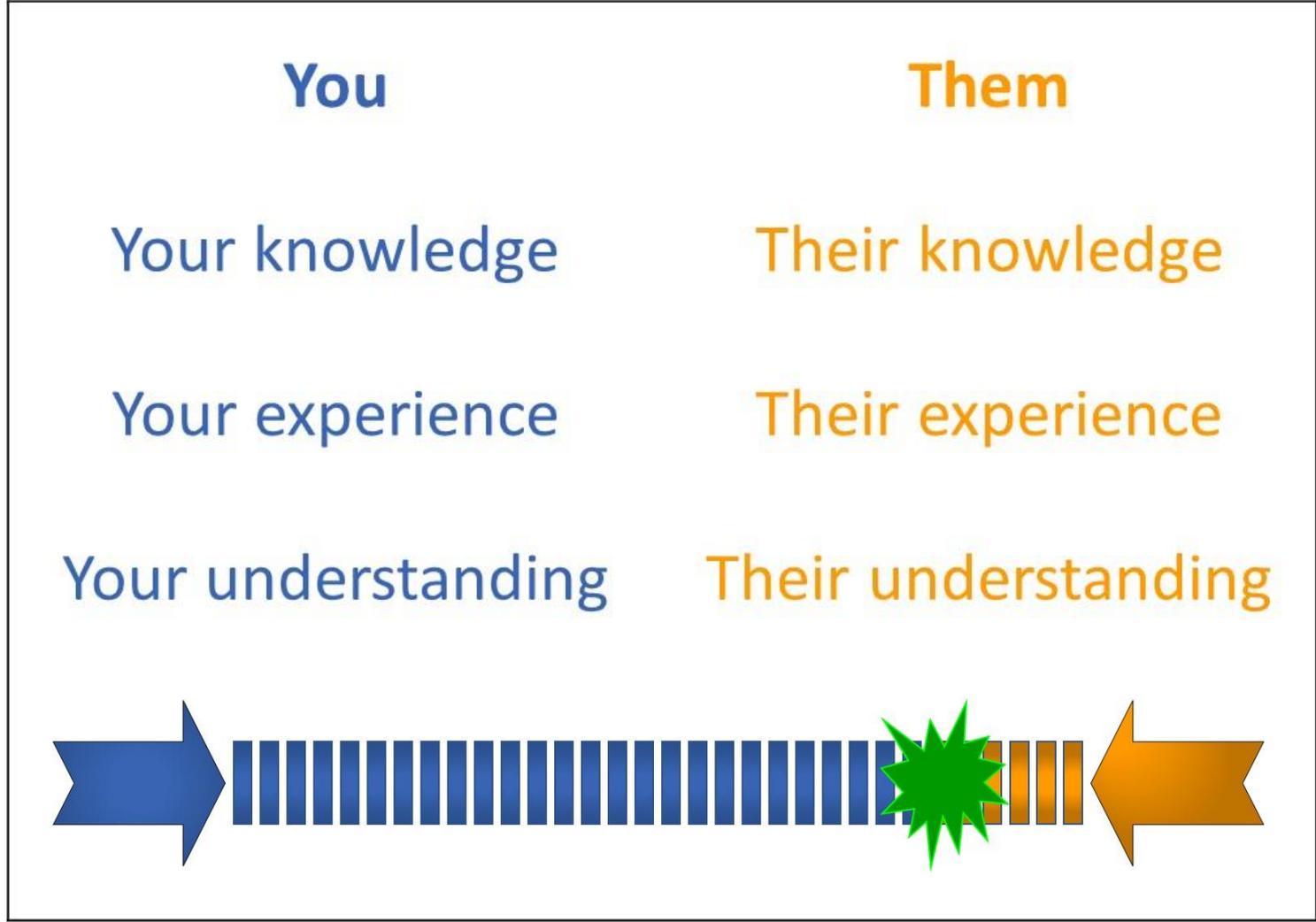


Figure 1 – You as a Practitioner dominates

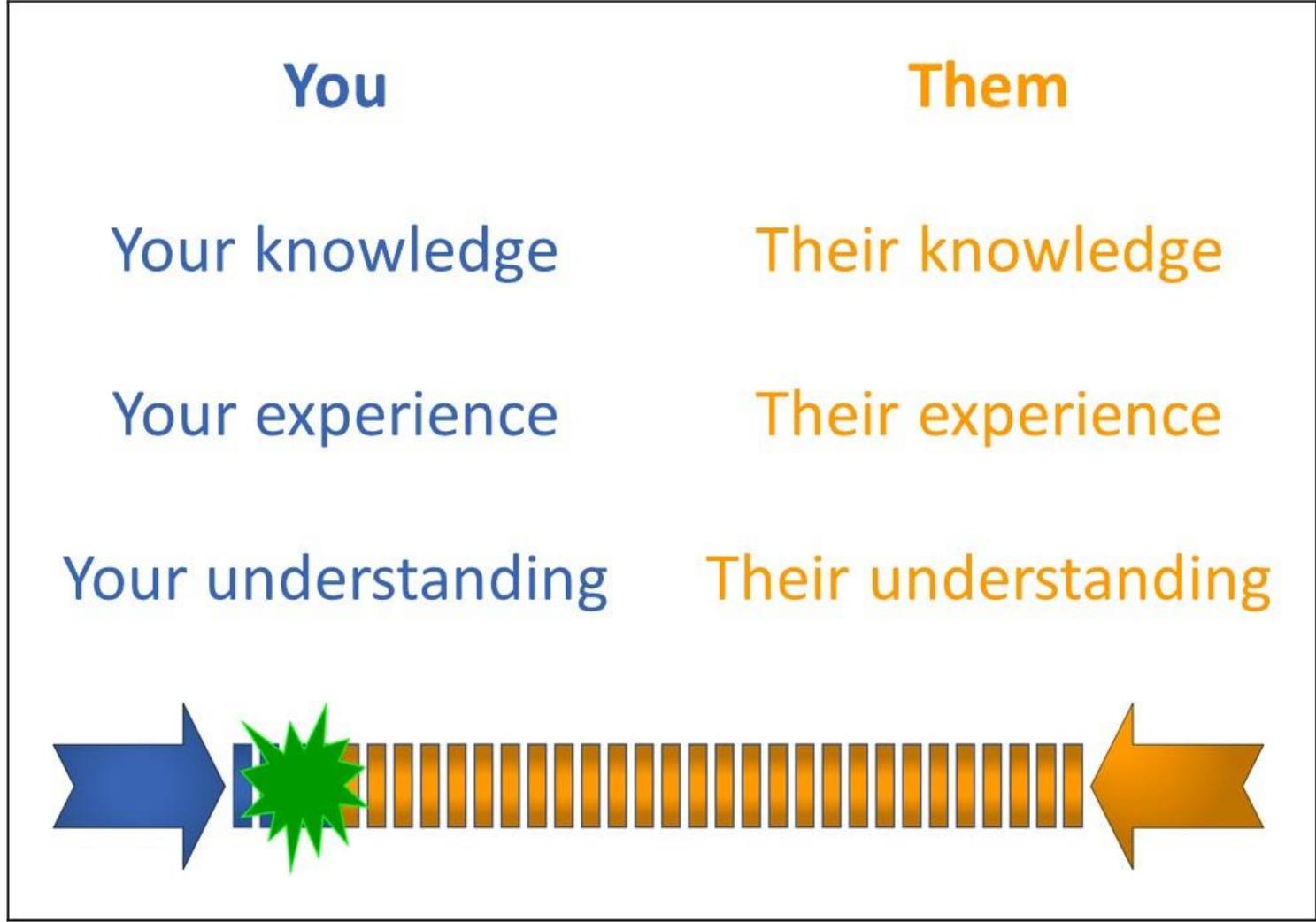


Figure 2 – You as a Coach dominates



Figure 3 – The Coaching Practitioner

1. invest in your coaching skills;
2. find a coach and be coached;
3. find a role-model to emulate;
4. talk less, listen more, listen better;
5. tell less, question more, question better;
6. be person-centred, tap into the resources of others; and
7. be solution-focused.

1. *“Be Brilliant – The Coaching Practitioner Model”*
2. Coaching experience – Live on Zoom

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And finally ...

“Coaching is not new but its place in the workplace is evolving. Increasingly, organisations aspire to have a culture in which managers and others are able to have live, in the moment, collaborative conversations as a means of solving problems and driving performance.”



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