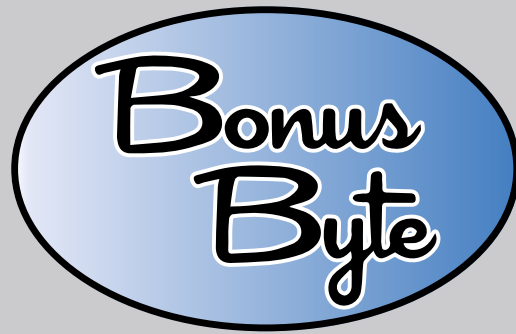


**BUD**

**TO**



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**Coaching Success by the Alphabet**

# COACHING SUCCESS BY THE ALPHABET

by Kevin Eikenberry

Being an effective coach is a leadership skill – as you coach successfully you help create the future you are leading people towards. However, being an effective coach is more than leadership – it is an important life skill as well.

We all can be more effective at coaching in our communities, in our families, with our children and at work. Truly, when we coach effectively we can make a difference in the lives of other people and our communities as a whole.

There are many ways to become a more effective coach, plenty of skills, knowledge and techniques are available. You shouldn't expect, nor could I deliver, the tools for your *complete* coaching success in this brief article. Rather, here are three key elements – principles if you will – that, when applied, will automatically make you a more effective coach.

Since the title mentions the alphabet, you might be expecting me to start with the letter A. Well, a couple years ago I wrote about [The ABC's of Coaching Principles](#), so today I write about letters D, E and F.

## **D – Discovery**

In a very real way coaching is about learning. The person being coached is learning what is working and should be continued, and what could be tweaked and improved. In this way, the best coaches are facilitators of learning. And, the best learning facilitators – and coaches - know that the most powerful learning comes from a place of discovery. When you discover something for yourself it is more real and powerful to you. More specifically, when you discover an idea for improvement – or come to that realization for yourself - you truly own the desire to improve. Plus, you'll be a more determined and disciplined learner. As a coach you must help people discover the need for improvement and then collaboratively help them determine the solutions and next steps, rather than simply describing or defining them yourself. *The best coaches help people discover their needs and next steps.*

## **E – Expectations**

Coaches must help people have a clear and realistic picture of the needed or desired performance expectations. Without clear expectations, how can anyone know what their performance should look like? Often the biggest gap in performance or behavior is a gap in expectations. Additionally, it is important to clarify expectations during the actual coaching process itself; what can the person being coached expect from the coach and vice versa. *The best coaches recognize the importance, value and power of assuring mutually understood and agreed upon expectations.*

## **F – Focus on Them**

One of a coach's most pervasive traps is believing your own press clippings. Perhaps you have had some success in the past with the ideas you are now coaching others on. Perhaps you truly are an expert in that subject matter. Perhaps people have come to you for your coaching help – either in the subject matter or because you are viewed in some other way as a good coach. The best coaches always remember that

coaching isn't about them; it is about the person they are coaching. If you want to be a more effective coach, focus more of your attention on the needs, mindset and current state of the person you are coaching. Listen more, and speak less. Ask more and advise less. Recognize that while you can inspire and inform, any new actions (and their results) belong to the other person. *The best coaches are other focused.*

Coaching is a complex task. However, when you rely on, and remember, these core principles, we can transcend mere technique and become significantly more effective.

# ABOUT BUD TO BOSS

*Bud to Boss* provides new leaders and organizations looking to develop new leaders with insight, resources and powerful learning opportunities designed to specifically address the challenges of successfully transitioning from peer to leader.

To speak with someone about how we can help you or your organization, send a note to **info@BudtoBoss.com** or call the number on this page.

You can learn more about us at:

**BudtoBoss.com**

Our products and services include:

- Books & Learning Resources, including the best-selling book *From Bud to Boss*
- Classroom & Virtual Workshops
- The Bud to Boss Toolkit eLearning Course
- A Variety of Enterprise Solutions including Onsite Training and Certification



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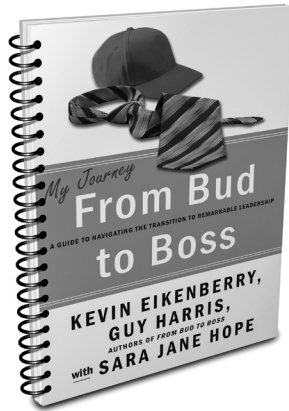


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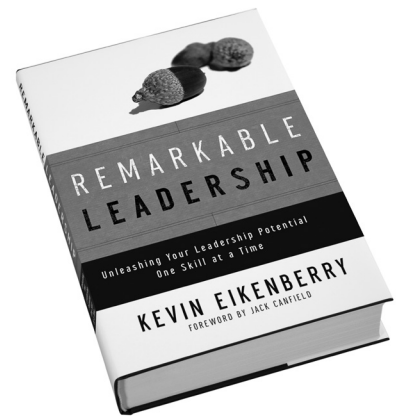


## My Journey From Bud to Boss

A companion volume to the From Bud to Boss book, the Journey is a workbook designed to help you apply the knowledge gained to actual work experiences. It includes activities, questions, and exercises designed to take you beyond the concepts introduced to you during the Workshop or the book. And while this book is completely designed to be written in, all of the templates and tools are available in both PDF and Word document form so that you can use them over and over.

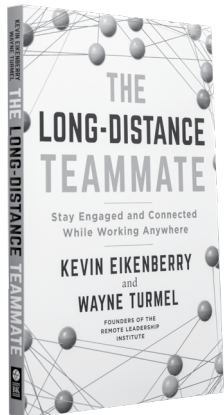
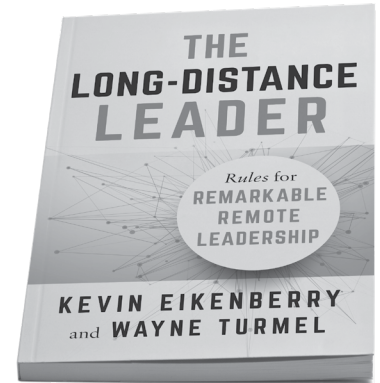
## Remarkable Leadership

is a practical handbook written for anyone who wants to hone the skills needed to become a remarkable leader. This book outlines a framework and a mechanism for both learning new things and applying current knowledge in a thoughtful and practical way. It explores real-world concerns such as focus, limited time, incremental improvement, and how we learn.



## The Long-Distance Leader

is a practical, candid look at what it takes to lead people, projects and teams in today's dispersed workplace. The book showcases 19 rules for being a remarkable remote leader, and offers practical models, tools, and best practices to tackle the real-world challenges from how we work and communicate virtually.



## The Long-Distance Teammate

Written by the founders of the Remote Leadership Institute, this book is the most authoritative single resource for helping remote workers get work done effectively, build relationships that are both productive and satisfying, and maintain a career trajectory when they are not in constant close contact with their leader, coworkers, or the organization in general.

Check out our website for additional leadership resources including our free video training series, blogs, newsletters, podcast and more!

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