

# The SituAsian

October 2009

## THE FOUNDATION OF COACHING

**M**anager...Leader...Coach...most of you fill a variety of roles such as these every day. Achieving organizational objectives, supervising task accomplishment, developing capacity in others...all of these roles and responsibilities are important – all of them are challenging.



**Managing – Goal Achievement**  
**Leading – Process of Influence**  
**Coaching – Performance Development**

Company size and operating capital are less of a factor than ever before in the success of today's organizations. Technology, processes and the speed of performance have dramatically changed the role of managers. Often left to the wayside are the personal one-on-one moments to talk with coaches about optimizing performance – these increasingly do not happen.

The one-on-one coaching is an investment. It is letting people know that they matter. It is fulfilling the often unspoken promise that if people want to grow, develop and contribute – the organization will help meet that desire with time, resources and guidance. Pressure for managers to fulfill the role of performance coach are greater than ever. Studies have proven that organizations lose much more than money when employees are not actively engaged.

**Performance Coaching ("DO")**

**Life Coaching ("BE")**

Your people can become more successful and effective as they develop in their work by your taking into account their performance readiness to take on a new role or task. Someone's readiness in coaching is the degree of **focus** and **engagement** that they display at any given time. Focus within a role is a factor of a coachee's demonstrated performance, process mastery and production. Engagement results from a combination of a coachee's observable initiative, ownership and commitment.

*"Receiving input on important, self-selected behaviors – as perceived by important, self-selected raters!"*

*Dr Marshall Goldsmith*

You will find that different coachees are at different performance readiness levels requiring you to adjust your coaching style. In your efforts as coach, you can have the most impact by being able to identify their performance readiness

and then providing them the right amounts of focus and engagement.

Next issue:  
**COACHING COMPETENCIES**

Previous issues:  
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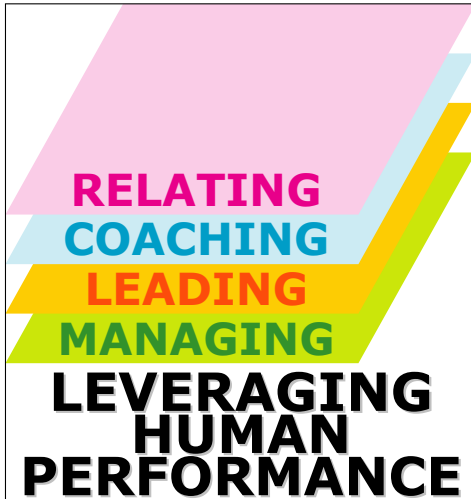
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For many years organizations have been investing in training their people to improve human performance and productivity. Some of these training were successful. Some were sustainable. Some came and went.

**Leveraging Human Performance** brings together four programs in four key areas that have consistently stood the test of time – **managing, leading, coaching and relating**. These are the four platforms to support your training investment and to enhance organizational performance.

We can help your organization achieve these performance goals because we have been doing this successfully for over four decades worldwide. In Asia we have been working with over 400 organizations for more than 20 years – **leveraging human performance... enhancing organizational performance.**

For in-company workshop, program license and certification contact Tan Joo Seet:  
 Singapore – 9826-6858  
 Malaysia – 016-606-8586  
 Hong Kong – 9448-2961  
 E-mail – jooseet@asia-situational.com

**OPEN-ENROLLMENT WORKSHOPS**



**MANAGING** **PERFORMANCE MATRIX™**

- November 16, 2009 – Hong Kong
- November 30, 2009 – Singapore

**LEADING** **SITUATIONAL LEADERSHIP®**

- December 7, 2009 – Singapore
- December 14, 2010 – Hong Kong

**COACHING** **SITUATIONAL COACHING™**

- January 11, 2010 – Hong Kong
- January 29, 2010 – Singapore

**RELATING** **SOCIAL STYLE™**

- February 8, 2010 – Singapore
- February 22, 2010 – Hong Kong

For open-enrollment workshop information and registration contact:

Singapore – clssg@asia-situational.com  
 Malaysia – clsmy@asia-situational.com  
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