



60th Annual Business Meeting

Managers as Coaches

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Managers as Coaches – Panel Discussion Overview

- Introductions
- Managers vs. Coaches
- Panel Experiences
- Question and Answer

Managers as Coaches – Differences

Coaches:

- Improve employee performance
- Increase employee engagement
- Collaborate in long-term decision-making processes
- Help employees with their professional development
- Provide constructive feedback

Managers:

- Assign tasks
- Delegate work
- Monitor and evaluate progress
- Train new employees
- Take executive decisions
- Meet targets and deadlines
- Solve problems and conflict situations
- Respond to emergencies





BAREFOOT
COACHING

The Manager as Coach

Managers as Coaches – Evolution / Flexibility



Managers as Coaches

Why is this Important?

- Higher levels of engagement
- Greater employee growth
- Increased Commitment
- Teamwork and Participation
- Positive Work Environment
- Improved Autonomy
- Better Critical Thinking Skills
- Better Attitudes and Workplace Culture



How to Coach and not only Manage? (John Wooden Leadership Lessons)

1. Good values attract good people
2. Use the most powerful four-letter word. Love
3. Call yourself a teacher
4. Emotion is your enemy
5. It takes ten hands to score a basket
6. Little things make big things happen
7. Make each day your masterpiece
8. The carrot is mightier than the stick
9. Make greatness available to everyone
10. Seek significant change
11. Don't look at the scoreboard
12. Adversity is your asset

Managers as Coaches

- Panel Discussion
- Your Experiences, Advice, Comments
- Questions

Managers as Coaches

Thank you!