

# COACHING: YOUR PRESCRIPTION FOR MORE INFLUENCE

What do I do about my office manager when she is not performing up to my expectations?



How do I most effectively mentor my junior partner so she can take on more responsibility?



What is the best way to improve relations with administration?



How do I deal with a physician partner who is behaving in a manner that adversely affects patients, families, colleagues?



## But I don't have time...

Spending even 5-10% of your time on coaching and development of your staff, colleagues, and even patients, helps you and them to work smarter-not harder. Using basic coaching skills is a prescription for helping others find their own solutions, expand their range of viable options, think in new ways and be more accountable. Results like that are a guaranteed payback to you and your organization for a small investment of time.

## ▪ SPECIAL OFFER ▪

If you are ready to develop a strong leadership presence and a high performing team, then request your complimentary 45 minute Leadership Strategy Call with Deborah Munhoz.  
CALL (541) 687-5856



**TAKE ONE OF THESE:** a single solution for your everyday challenges

## WHY

USE COACHING SKILLS?

Your role has shifted from doing all the work yourself to getting work done through others. The environment has changed—coaching is the most effective way to improve performance and inspire your team!

## BENEFITS

OF COACHING SKILLS?

Create better solutions faster and with collaboration. Coaching is an outcome-based tool that encourages increased accountability, growth and trust.



**CALL ME IN THE MORNING:** or afternoon, for a free 45-minute consultation  
EXPERIENCE FIRST-HAND THE POWER AND BENEFIT OF COACHING

## IMAGINE

- Building a strong leadership presence
- Leveraging the power of your team
- Uncovering hidden challenges and blind spots (that can sabotage your success)
- Feeling re-energized about your leadership role



# GROW MODEL

## A COACHING TOOL

### AN EXAMPLE: team collaboration

goal: solicit more input and ideas from team

reality: team members not contributing ideas

options: [coach asked questions to obtain options]

- How will your staff know you are listening?
- In what other situations are staff more willing to share their ideas?

wrap up: [once questions are answered honestly]

coach can help client develop a strategy and way forward, with action steps

[source of Grow Model: John Whitmore, *Coaching for Performance*]

- What options can you imagine?
- What have you seen work in similar situations?
- What option is most interesting to you?

### OPTIONS

### WRAP UP

- What are your next steps?
- When will you do them?

### REALITY

- What is the current situation?
- What is missing?
- What barriers exist?

### GOAL

- What target are you aiming for?

orchestrate resources and learning opportunities

provide support and encouragement

help develop an action plan

giving feedback

providing new perspectives

using your intuition

acknowledging

asking powerful questions

active listening

withhold judgment

Pure Success Coaching