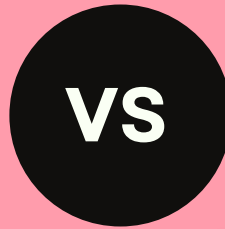


GOOD



GREAT

Leader-as-Coach

Coaching in Organizations



GIVES TIME TO COACH,
ASKS GOOD QUESTIONS,
BE PRESENT AND LISTENS



MAKES COACHING
CONVERSATION PURPOSEFUL

IS PASSIONATE ABOUT
DISCOVERING THE EMPLOYEE'S
POTENTIALS



ALIGNS THE EMPLOYEE'S PASSION
AND POTENTIALS WITH THE
ORGANIZATION'S PURPOSES

VALUES AND ENCOURAGES
PARTICIPATION AND
COLLABORATION ACROSS TEAMS



CREATES A MECHANISM FOR
TEAMS' COLLABORATION TO
FLOURISH

INVESTS IN LEARNING AND
DEVELOPMENT



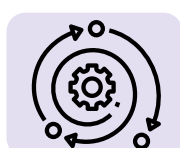
PROVIDES A SAFE SPACE FOR
MISTAKES DURING UNLEARNING
AND RELEARNING

EMPOWER PEOPLE TO
INNOVATE



CREATES "PSYCHOLOGICAL
SAFETY" AND MINIMIZES THE
UNINVITING IMPACTS OF FEAR

HAS GOOD INTENTION
TO COACH



CREATES AN IMPACT OF YOUR
COACHING INTENTION

