Coaching
An essential HR skill
Engaging Talent

• Where are we headed?
• What’s the strategy to get there?
• What do I need to do?
• What’s in it for me?
Today’s Agenda

• What is coaching?
• Who do you coach?
• When do you coach?
• 3 questions for coaching
Have you ever worked with a coach?
What did the coach do that was most helpful to you?
What is coaching?

Coaching is the privilege and responsibility of helping people develop on their own terms.

- Future-focused
- Agenda and results are owned by the individual being coached

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Who do you coach?

Proactive: 20%
Inactive: 40%
Reactive: 38%

Towers-Perrin Study

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What Talent Wants from Coaching

• Encourage their Passion
• Enhance their ability
• Value their time
• Build their network
• Support their dreams
• Expand their contribution
Coaching vs. Mentoring

- Mentoring = giving expert advice on “how things are done around here”
- Coaching = asking questions to help people discover and unleash their own potential
What challenges you most about coaching?
When do you coach?

- Coaching “on the fly”
- Coaching for development
Discovering the Coaching Agenda

- What is one skill (etc.) that you’d like to improve?
- “Speed dating”
- Get 3 – 4 ideas
- Say “thank you!”
3 Questions for Coaching

- What do you want?
- What are you doing to get there?
- Are you willing to pay the price?

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Practice

- Find a partner
- Coach using the 3 Questions
- How did it go?
Thank you!

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