

Learning in Demand

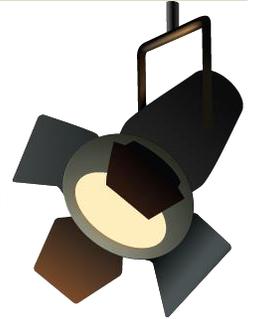
Ohio's e-Learning Resource

September 2016 **Spotlight**

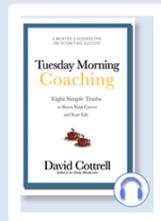
Spotlight Topic of the Month Coaching Your Team

Coaching your team is one of the most important functions as a supervisor, manager and leader. Coaching is an effective way to ensure employees are receiving regular feedback regarding the employee's performance goals, especially when the goals are not clearly defined. The coach can help the employee move from a vague goal like "improve my customer service" to articulating something that is actionable and measurable, which is much more achievable.

According to Tim Gallwey, a former sports coach and the author of *The Inner Game of Work* "Coaching is unlocking a person's potential to maximize their own potential. It is helping them to learn rather than teaching them."



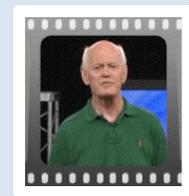
[Use the Grow Approach](#)
2 minute video



[Tuesday Morning Coaching: Eight Simple Truths to Boost Your Career and Your Life](#)
Audio Book



[Coaching and Mentoring for Career Development](#)
4 minute video



[Coaching for Success: How Successful People Get Even Better](#)
Marshall Goldsmith
1 hour, 30 minutes

Assessment Questions:

How functional or dysfunctional is your team? Think about the team you are leading and assess them with the questions below:

- How would I score myself in the four aspects – intellect, energy, ambition, and choices – of career development?
- What aspect do I most need to improve?
- How can I improve that aspect?
- What choices do I need to make to further my career?

If you are interested in beginning coaching for performance [click here](#) for additional resources.

If you have any questions, suggestions or concerns, please contact:

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