Part 1A: Introduction to Coaching

IFLA Coach Training
Introduction

Continuing Professional Development and Workplace Learning and the Management & Marketing sections

2020 Committee:
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IFLA Coaching Initiative -
https://www.ifla.org/cpdwl/projects

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Instructor

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Part 1A – Introduction to Coaching

- Part 1B – Coaching Principles, Mindset, & Roles
- Part 1C – Coaching Process & Session Guide
- Part 1D – Coaching Skills – Asking Questions
- Part 1E – Coaching Skills – Listening & Providing Feedback
- Part 2 – Putting It All Together – Live Webinar
Learning Objectives

• Define coaching
• Identify the types of challenges that coaching can address
• Give examples of the differences between managing, mentoring, counselling, and coaching
• Compare telling versus asking styles
What is Coaching?

ICF defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.
Types of Coaching

- Business coaching
- Leadership & Executive coaching
- Life coaching
- Career coaching
- Group coaching
- Team coaching
- Performance coaching
What Challenges Can Coaching Address?

- Optimizing work performance
- Expanding career opportunities
- Increasing self-esteem/self-confidence
- Maximizing potential
- Defining strengths and weaknesses
- Improving business management strategies
- Managing work/life balance
What Are the Differences?

Managing
Mentoring
Counselling
Coaching
• Experts and problem-solvers
• Set targets & expectations
• Train staff
• What to do and how
• Assigning tasks
• Enforce policies and procedures
Managing
Mentoring
Counselling
Coaching

• Expert in a profession
• Provide wisdom & guidance
• Based on their own experience
• Often job or industry specific
• Opening doors & making connections
• Gives advice
Managing  
Mentoring  
Counselling  
Coaching

• Licensed professional
• Analysing the past difficulties and trauma
• Healing pain and conflict in the present
• Focus on emotional & psychological functioning
• Gives advice, recommendations, and tools
Managing
Mentoring
Counselling
Coaching

- Present and future-focused
- Solution-focused
- Agenda belongs to the client
- Solutions and actions designed by client
- Focus on self-awareness, growth, learning, & discovery
- Goal-oriented
- Client is the expert
Telling and Asking Styles

• Managers “tell”, Coaches “ask”
• Mentors may do both
• Move from a telling style to an asking style
Review

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Additional Information

- International Coaching Federation - https://coachfederation.org/
What’s Next?

IFLA Coach Training Series:
  • Part 1A – Introduction to Coaching
  • Part 1B – Coaching Principles, Mindset, & Roles
  • Part 1C – Coaching Process & Session Guide
  • Part 1D – Coaching Skills – Asking Questions
  • Part 1E – Coaching Skills – Listening & Providing Feedback
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Thank You and Contact

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CPDWL Section - https://www.ifla.org/cpdwl
M & M Section - https://www.ifla.org/management-and-marketing

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