

Is Coaching Your Employees a Key Component to a pre and post Competitive HME Environment?

The answer is YES. Not only should you understand the effects of competitive bidding on your company but you should know your team members.

The Coach must possess critical skills that will positively impact the Team Member and the Business. Think of the major athletic coaches of today and years gone by. They each possessed the skills necessary to bring the performance of a group of diverse individuals to the champion level. A Coach in business is no different. You must understand the diversity of your players and work with each of them as individuals. No two players are the same, so stop Managing them like they are. Instead a Coach will seek to forge the following with the team and each team member:

- Builds Capacity
- Inspire
- Reflects Back Ideas
- Facilitate Learning
- Asks Questions
- Listen
- Develop Skill
- Create Ownership

Coaching offers questions that allow the person being coached (the coachee), the opportunity to discover his/her own answers. Not the Coaches Answers.

When you decide to really Coach here are some things you must consider.

- Do you truly desire to Coach and cultivate people
- Do you have a Willing Coachee. Make sure the Coachee understands your commitment and what you expect of them.
- Understand your Coachee and the Gap between where they are today and where they want to be.
- Identify Tools that you can use for Coaching each Team Member Differently
- Follow Through. Don't manage the team members like a project. Coach them like people critical to your mission.