

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

First, one must grasp the new team terminology. For decades we have been called managers, supervisors, leaders, even team leaders. Today the terminology has shifted in many businesses to Coach. Webster defines Coaching as: A person who trains, tutors or instructs

This definition can give us a start as to how to think about the role of a Coach.

As a Coach you must be invested in your team member's success as well as the organizations.

- Plan and Strategize to achieve the results you and the organization desires.
- Counsel Problem Players and set them on the Success Track
- Spot and Support Exceptional team members and help them realize their fullest potential

Coaches don't succeed without Team members and Team members don't succeed without Coaches. Lou Holtz may have said it best:

“Bad Coach Bad Team

Good Coach Good Team

Great Coach Great Team”

No matter how exceptional a leader (the Coach) may be, with mediocre team members at best, the team will be fair. It is in the development stage that a Coach grows. As the Coach grows and develops so grows the team members.

- Coaching is about performance, feedback and learning.
- Coaching can take the form of teaching or of guiding and stimulating new thinking.
- A coach helps a person focus on the learning process as well as learning the skills that are associated with the process.
- Coaches help people to become life long learners.