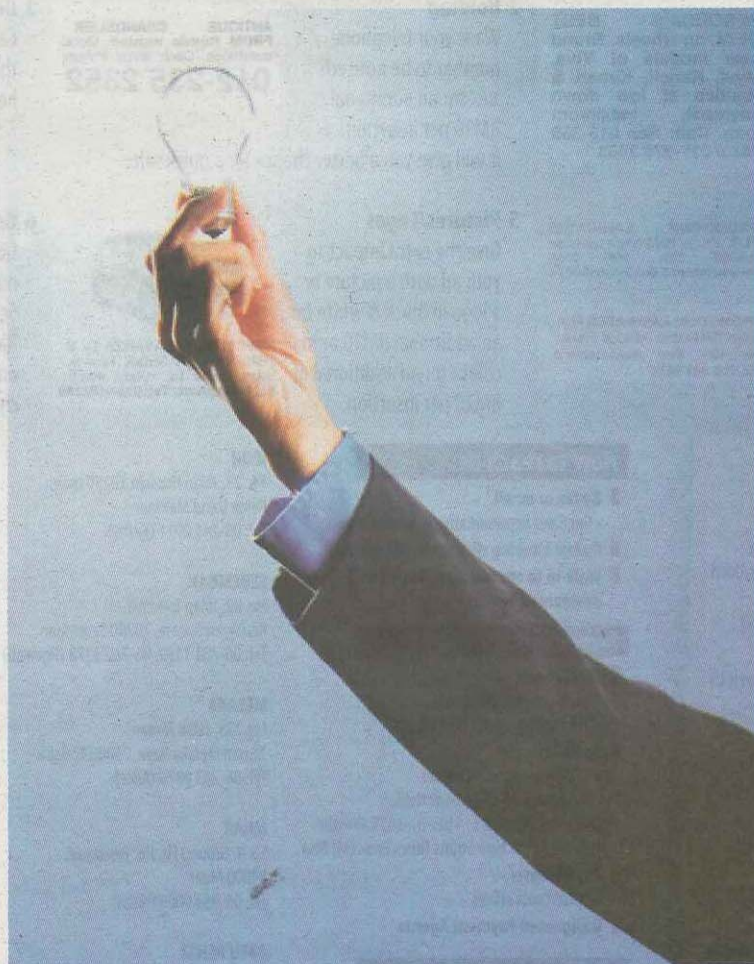


HOW TO BE A CERTIFIED COACH



Q: I am a 32-year-old Learning Coach with an international consulting company. Professionally, it is the highest apex I have scaled so far. This is the proudest moment of my life, besides my 1-year-old daughter. I have also achieved the salary target that I set for myself; this is big money considering that I am only doing 10% of what I used to do.

The down side to my good luck is that I am slacking off because the job is getting boring. Despite that, I am coming home late and my family does not understand this and not even myself. Why am I doing this to myself?

Strange Behaviour

A: I am perplexed that you bring this up to me, expecting me to understand and help you with an issue which you are the in the best 'authority' to resolve it. What

I mean is that you should know why you are behaving so strangely better than anyone else? Are you actually feeling "useless" unless you come home late to prove to your wife of your worth? Or are you doing "strange things" now that explain for your late coming home? Do not live in a state of denial and it is better if you can reconcile your life with yourself and your loved ones.

The Bottom Line: Live in truth; be open and transparent to yourself and others.

Powerful Questions: What are you hiding from yourself, your wife and others? What are you afraid of? What do you gain in the end from living in denial? What will you do now to live a life of freedom and truth?

COACHING FOR MY SALES TEAM

Q: I am running short of ideas and methods in motivating and developing my sales team. Performance has been flat for quite a while and with the current economic condition, it is dipping down very quickly. I stumbled on your coaching articles the other day, read a few of them and wonder whether coaching could be the new method that I should invest to know more and use it to transform my team. I need you to give me a compelling reason for taking the coaching route.
Sales Manager

A: Coaching is indeed the way to go in today's fast-paced and competitive world. It is about staying on top of the game. It is the "glue" that keeps a team together because everyone is involved when they are being coached; thinking, challenging themselves and finding their own solutions to sales issues that impact on their performance. Coaching empowers people to seek continuous improvement.

People see more and do more because there is an outside view that helps them remove their blind spots and opens up new perspectives to overcome obstacles. The wonderful thing about coaching is it is easy for people to embrace as coaching is a living skill that is transferable from work life to personal life.

The Bottom Line: Get into a coaching programme that teaches you coaching skills with a clear process to coach. Then create a sales coaching system in your sales department and enroll your sales people to be part of it.

Powerful Questions: What skill gaps do your people have today? How can you make them be self aware that these gaps will prevent them from being better performers? What can you do to engage them into co-creating solutions together? What will make you continually be on the coaching route to make coaching a part of your organisational culture?

** Dr Michael Heah is an ICF Professional Certified Coach. Check out the Empowerment Coaching Workshop on July 18-19. In-house workshops and online coach learning are also available. Attend the monthly coaching round-table and clinic on July 26 for FREE! Call 03-2070 9988 or log in to www.corporate-coachacademy.com for details.*