



A Coaching Approach to Leadership

Step 1. Identify the moment of performance.

What is your employee's task? Whether a presentation, briefing notes for the Minister, or writing a report, get clear on the deliverable.

Step 2. Position your employee for success.

Along with tips and advice, we recommend you prep your person with some coaching questions.

Who is your audience? What do you want them to understand when you're done? How do you want to approach this?

Step 4. Review.

Whether things go great or blow up in your teammate's face, take stock. Invite their reflections on their performance. Give feedback. Honour failure for the learning it offers.

*Now return to **Step 1** and keep practicing!*



Step 3. Notice the moment of performance.

Grab a notebook and write your observations. This will help you give useful feedback. Really *notice*.

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