

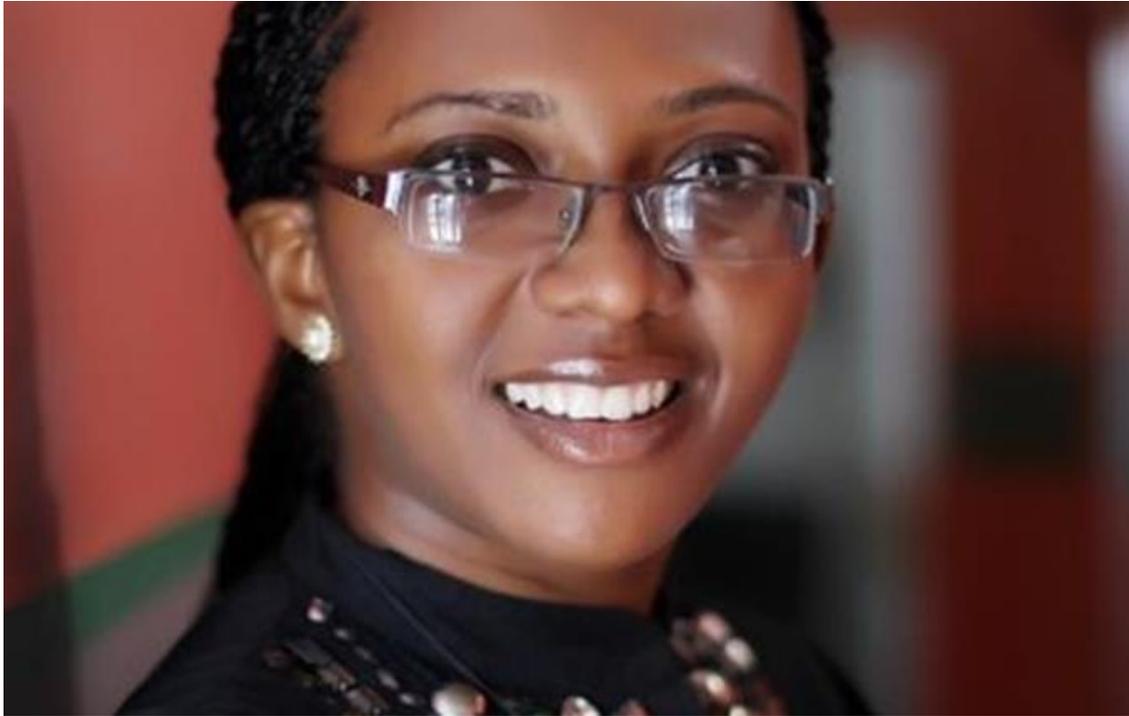


WHAT MAKES COACHING WORK?

By Sandra
Ithenacho



WELCOME AND INTRODUCTIONS



MEET YOUR WEBINAR
FACILITATORS



I am an IFC-LPI Certified Trainer, a Certified IFC-LPI TPMA Assessor, a Certified IFC Master Trainer, a signatory to the GLC Principles for Learning, and a Certified Transformational Coach. I have over 15 years of professional experience and I have designed and developed training content for so many organizations. I have trained over 1000 participants and still counting.

I facilitate learning in leadership and management development, coaching and mentoring, and human resources management. I also assist businesses in redefining who they are and where they want to go via their vision, mission statements, and as well their business/organizational goals.

With strong leadership skills, and a penchant for excellence, Sandra is excited by mutually beneficial opportunities to offer her services of sustainable value.

SANDRA IHENACHO



I strongly believe that "PEOPLE" is "KEY" to the progress of any organization. With this passion, I work with businesses to ensure that they strategically engage their people to achieve the organization's business goals, thereby increasing the bottom line and surpassing profitability targets and exceeding stakeholders' expectations.

I sit on the faculty board of various organizations, including Enterprise Development Centre, FITC, and Star Sapphire Training and Consulting just to mention a few.

I am the Executive Director of Sandra Ihenacho Foundation aka Living for Christ Foundation, a foundation that provides mentoring services to underprivileged girls.

I am popularly known as The Oracle and also referred to as The People Surgeon.

SANDRA IHENACHO



ADAORA AYOADE

Adaora Ayoade is an Executive and Leadership Coach and serves as the current President and Board Member of the International Coaching Federation (ICF), Nigeria Chapter. She is also the CEO of EZ37 Solutions Ltd, a leading HR Consulting firm who have been accredited by the ICF to provide Professional Coach Certification.

She has over 20 years of senior-level experience in facilitation, team development, and coaching combined, as well as corporate coaching across various sectors. She has been fully credentialed as a certified coach by the International Coaching Federation and is a Certified Trainer with the International Finance Corporation a member of the World Bank.

She specializes in transforming high potential individuals into dynamic leaders and has coached numerous individuals and teams across different levels of leadership.

Adaora partners with her clients, aiding them in raising their level of awareness and consciousness on the impact of behaviour on employee attitudes and engagement



Making use of the online tools during the webinar

POLL

LET US
TAKE A
POLL NOW



WEBINAR
EXPECTATIONS
AND BENEFITS





WEBINAR OBJECTIVES

By the end of this webinar, you should be able

- To identify at least two reasons why coaching may not be working for you
- To Identify at least two ways to make coaching work for you
- To list at least two benefits of coaching to you as an individual and to your business if you run your own business or your workplace if you are an employee



WEBINAR ROADMAP

- What is Coaching?
- What Coaching is not?
- Why Coaching may not be working for you
- What makes Coaching work?
- The Benefits of Coaching
 - To the individual
 - To the business
- Action Plan – A Call to Action

INTRODUCTION

- Good coaching is essentially a skill
- and sometimes it has also been seen as an art.
- It therefore requires great depth of understanding and quality practice
- to bring out the potential it holds.
- Coaching focuses on future possibilities, not past mistakes.
- **So I am not here to turn you into expert coaches not at all**
- **Rather I am here to let you into the secret and treasures which abound in coaching.**



WHAT IS COACHING?





WHAT IS COACHING?

According to International Coaching Federation (ICF) Coaching can be defined as partnering with clients



In a thought-provoking and creative process that inspires them to maximize their personal and professional potential.



WHAT IS COACHING?

- According to Timothy Gallwey who is the Founder of the Inner Game and is widely acknowledged as the godfather of the current coaching movement
- Coaching is helping people learn rather than teaching them (Gallwey, T. 1986).



WHAT IS COACHING?

- Coaching is unlocking a person's potential
- to maximise their own performance.
- We are more like an acorn which contains within it all the potential to be a magnificent oak tree.
- We need nourishment, encouragement and the light to reach toward, but the oak-treeness is already within". – John Whitmore, Coaching for Performance, NB Publishing, 1992

WHAT IS COACHING?



- According to Association for Coaching (UK):
- It is a collaborative solution-focused,
- results-orientated and systematic process
- in which the coach facilitates the enhancement of the self-directed learning and personal growth of the coachee.

WHAT COACHING IS NOT

- Mentoring
- Counselling
- Therapy
- Training
- Consulting
- Teaching





WHY COACHING MAY NOT BE WORKING FOR YOUR ORGANIZATION

- No culture of support in the business/Ownership of the process
- Coaching is not aligned with business/organization strategy/goals
- Unrealistic expectations
- Seen as a difficult process and time consuming



WHY COACHING
MAY NOT BE
WORKING FOR THE
INDIVIDUAL



WHAT MAKES COACHING WORK?

Building an Effective Coaching Relationship

- The coach with the best “kitbag” of skills, knowledge and business experience
- will not procure the best outcome from the client
- unless the coach is able to establish and build a good relationship (Ina Smith n.d.).



WHAT MAKES COACHING WORK?

- Bringing about awareness
- Setting Goals
- Formulate actions

BENEFITS OF COACHING TO THE INDIVIDUAL

- Builds personal self-awareness
- Increases levels of engagement
- Improvement in individual overall performance
- Gain more job/career and life satisfaction





BENEFITS OF COACHING TO THE BUSINESS

Action Plan – A call to Action





WEBINAR WRAP-UP

CONCLUSION

- What makes coaching work is not far from these elements we have spoken about. If coaching is to work, then it is encouraged that you the coach adheres to these salient elements. Hopefully these elements should be able to point you in the right direction to ensure your coaching works not once but all the time.
- Also through constant practice and awareness of yourself and other people coaching will definitely work for you.
- It has worked for me, it has worked for Adaora, it has worked for so many professionals and people out there and it will continue to work for people.
- So what are you waiting for? Start now and let coaching work for you.
- **Happy Coaching**



WEBINAR OBJECTIVES REVISITED

We said by the end of this webinar, you should be able to:

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QUESTIONS