

Black Belt Coaching for HR Professionals

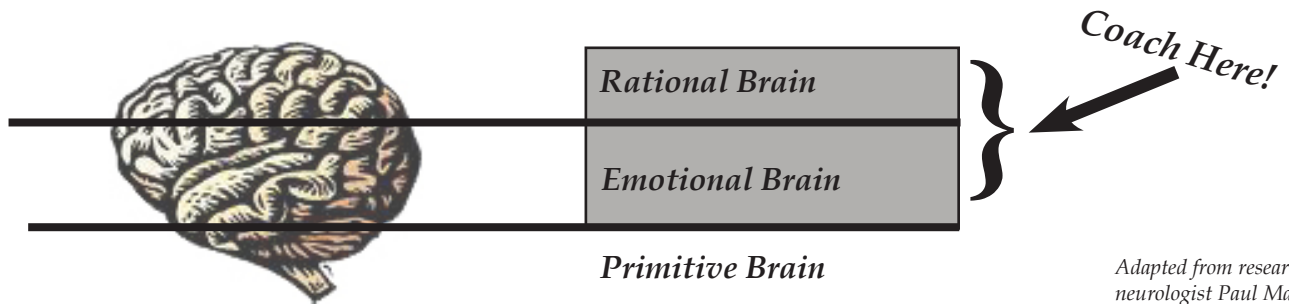
with Tim Warneka, Leadership Coach & HR Consultant
www.blackbeltconsultants.com

1. What is Coaching?

Coaching is a powerful experiential tool HR Leaders use to help individuals and organizations achieve their full potential by moving from GOOD to GREAT!

2. Why is Coaching important for HR Leaders?

Skilled HR Leaders use coaching as a catalyst for leveraging an organization's intangible diagonal assets (values, culture) by building employee engagement!



Adapted from research by neurologist Paul MacLean

3. What do HR Leaders focus on in Coaching?

HR Leaders create success with coaching by focusing on the interface of Rational Intelligence (IQ) and **Emotional Intelligence (EQ)**.

	<i>What I Know</i>	<i>What I Do</i>
<i>Personal Competence</i>	Self Awareness	Self Management
<i>Social Competence</i>	Social Awareness	Relationship Management

Adapted from Primal Leadership by Goleman, Boyatzis & McKee.

4. How Can I Improve My Coaching Skill Set Today?

Effective coaching skills are a vital part of every HR Professional's skill set, so let's focus on ...

Three HR Power Tools for Coaching People the Black Belt Way!

A. **Embody Your Leadership When You Coach.**
Great coaching requires great leadership. Great coaching begins with the body, so embody your leadership when you coach others.

HR POWER TOOL:
Embodied Leadership Technology

HR POWER QUESTION:
Q: *"Am I embodying my highest leadership qualities as I coach today?"*

B. **Seek Emotional Engagement When You Coach.**
Emotions are the great untapped resource of every organization today, so seek emotional engagement when you coach others.

HR POWER TOOL:
Understand Data vs. Interpretation

HR POWER QUESTION:
Q: *"Am I Pushing, Pulling or Actually Leading People when I coach?"*

C. **Serve Others When You Coach.**
You'll increase productivity and improve morale when you focus on "we" in your coaching.

HR POWER TOOL:
Mindfulness

HR POWER QUESTION:
Q: *"Am I being fully present to the person I am coaching?"*