



PADRAIG

COACHING & CONSULTING

HOW TO BRING OUT THE BEST IN YOUR TEAM

Using Coaching to Motivate, Engage and Inspire Staff and Colleagues

Imagine

- Imagine working with colleagues and staff, other lawyers, clerks paralegals, support staff who are:
 - Helpful;
 - Engaged;
 - Committed to the same goals as you.
- If that isn't always the case, what would you be willing to do to make it happen?

What motivates us?



Salary?

Titles?

Bonuses?

What motivates us?

Autonomy

Mastery

Purpose

Our Goals for Today

- Learn how coaching can:
 - Strengthen our leadership skills
 - Improve employee contributions
 - Boost business success
- Learn initial coaching techniques
- Receive a special coaching offer

Your Favourite Leader

- Think of a leader you liked:
 - Could be a mentor in the firm, a managing partner, a law school professor.
 - Jot down what you liked about them and how they made you feel.

- Think of a leader who wasn't so good:
 - Again, could be a senior or managing partner, a law school professor.
 - Jot down how it felt to be around them.

Leadership Types

Laissez-Faire

Autocratic

Collaborative

- How do you feel about the Collaborative Leadership Style?
 1. I do it now and it's great
 2. It means giving up control
 3. It sounds like a lot of work
 4. It could be a great opportunity to improve our workplace
 5. It will be a challenge to get others engaged in this style.

POLL

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What is Coaching?

- Coaching means having conversations with someone, using questions to help them explore new ways of looking at things, to achieve goals that they are looking to achieve.

Coach Approach

- Using questions to explore potential.
 - Open questions, not closed.
 - Curiosity based, not accusatory.
- Deep listening – finding their motivation
 - the words, the emotions, what isn't being said.
- Confidential and based on TRUST.
- Helping them to learn rather than teaching them.

Coaching Techniques

- Open ended questions
- Imaginative
- Directive
- Active listening / paraphrasing and summarizing
- Feedback
- Action Planning

What isn't coaching

- Mentoring
 - (about the mentor's experience)
- Training
 - (about pre-determined content)
- Counselling
 - (about the past)
- Consulting
 - (about a specific expertise)
- All of the above are valuable, at the right time; coaching is almost always right

- Who will volunteer for a 5 minute laser-focused coaching conversation?

- Listen for:
 - seeking understanding – what are we going to achieve;
 - curiosity based questions;
 - working positively toward a plan, and
 - post conversation goal setting.

Why Coach Your Colleagues or Team?

- No one is successful on their own.
- A primary reason top performers join companies and stay in companies...others help them to succeed.
- Successful people mention mentors, coaches and bosses who took time to work with them as their enablers.
- Increases self-awareness and self-directed success.
- Builds accountability and commitment.

Getting to Know Your Team

To coach others, it helps to get a sense of their personality, their type, their drive.

Motivators

- **Meaning / Purpose** – tie individual passions to their work.
- **Involved** – voice opinion and influence direction.
- **Use their Talent** – get to know their talents.
- **Belonging** – shared experience, shared rewards and responsibilities.
- **Pride** – work as a source of honour and dignity.
- **Appreciation** – they are believed in.

Coaching Traps

- Remedial or last resort
- Expert role / Problem Solving
- Your Agenda
- No Agenda
- Not clear in your own beliefs / biases

- What's the biggest risk for you?
 1. Remedial or last resort
 2. Expert role / Problem Solving
 3. Your Agenda
 4. No Agenda
 5. Not clear in your own beliefs / biases

Something to Think About

- Being a leader:
 - Does a great lawyer make a great leader?
 - Does becoming partner provide you with people management skills?
 - Are you leading wherever you can, or are you relying on the formal hierarchy?
 - Where do you turn when you're unsure about leadership?

Special Offer

Complimentary Coaching Session for
participants in this webinar:

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or

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