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Typically, organisations apply coaching as a day-to-day management activity, embedded into one-to-one meetings and performance conversations. An issue that is often raised is how effectively managers can coach their own staff, given the power relationship and the need for some

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distance and impartiality in the coaching relationship.

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Coaching for Managers: Bullet Guide: Matt Somers ...

1) Listening. The most important skill to effective coaching is the ability to listen to others. It ' s vital for managers to understand that coaching is not about the coach, but rather about those that they are coaching.

10 Coaching Techniques All Managers Need

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Managers must guide conversations both by asking questions and listening, not by giving directives. Employees learn and grow the most when they uncover the answers themselves. 2. Recognize what 's going well. Coaching well requires a balance of criticism and praise.

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