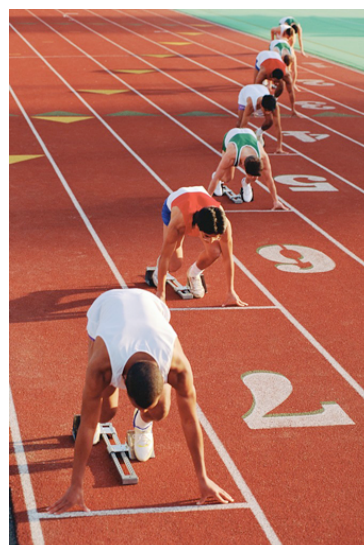


Coaching NewsFlash

“Coaching is not merely a technique to be wheeled out and rigidly applied in certain prescribed circumstances. It is a way of managing, a way of treating people, a way of thinking, a way of being.”

Sir John Whitmore



People who access personal leadership life coaching will find they can influence and impact effectively their own performance and life, as well as create the right environment for experiencing authentic success.

Most of us, at some time, have been a member of a *great team* (sports team, work team, hobby team, community team, project team). No matter which setting this experience was in, whether at work or in our free time, this experience, when recalled, would include comments about the relationships in the team, the openness with each other, and the high level of trust and trustworthy behaviour demonstrated. In most of these experiences you will also recall a *great coach* – someone who influenced the team and the results achieved.

Having a personal leadership life coach is similar. This type of coaching is a unique learning relationship. It is a place where people experience openness with another around their dreams and aspirations, their developments needs around their soft spots, high levels of trust, combined with personal challenge and stretching.

Personal leadership life coaching is *an exceptional experience* for both the coach and the learner. The synergies found between character development, and capacity development are unique to this type of coaching. Only personal leadership life coaching draws on both the tangible (actions, results, outcomes) and intangibles (attitudes, belief, commitments, as well as thinking, values, and passion) of life. For many it is a significantly different type of learning. The focus is on the coachee, their life, their relationships, their needs all cross-trained into effective actions for living an authentic life with authentic success.

The closer that learning can be to real life, using real situations and in real time, the greater the impetus and impact coaching has on someone to produce better and more desired results. Future Achievement Australia wants to make personal leadership life coaching a more natural part of someone's everyday experience (personal and professional).

So let's lift the lid on coaching a little:

1. Coaching enables people to access both breadth of knowledge how to apply this knowledge through diverse experience enhanced through tools that helps the transfer from thought to effective action. Coaches bring into the coaching their wisdom bank of knowledge + experience. This means that and individual can access more through coaching.
2. Coaches are passionate about help people to see learning as more natural lifelong in activity. This means that through the consistency of the coaching experience, people begin to value learning differently. Our aim is to change the focus of learning from being an event or a level, to being a lifelong pursuit.
3. If we make coaching part of the everyday experience we are more likely to see some fundamental shifts of thinking (as well as capacity), evident in visible shifts in action.

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Research into human relationships has clearly shown is that those who have a higher learning capacity are more likely to be extraordinary together. So there is something about the amount of coaching that helps build people's relationships (a bonus)!

4. Coaching, as a learning medium, will help uncover potential in others. Coaches frequently expose talent in people and help them begin to be able to do things they didn't believe they could. We see people change from being sideline observers of their lives to more likely being in the play (boots and all). We will see people begin to stimulate their own coaching (a true sign of successful coaching in the long term).
5. Personal leadership life coaching lifts the lid on being intentional about life success. To move people from unconsciously doing things by habit and achieving only a small proportional of the success they could achieve, to consciously shaping their own lives and the key relationships around them – to raise their awareness to living authentic success.

What coaching is known to always achieve...

- increased personal self confidence and self esteem,
- building their capability, and how they apply this in their life,
- new capabilities which people can then apply to more situations across the full ambit of life,
- an experience where feedback is common place, natural, honest and trustworthy,
- providing them with elements known to maximize success,
- harnessing your own knowledge and experience with another's knowledge and experience (value add),
- improved performance, which means individuals will receive recognition and reward,
- a credible track record pathway towards greater career opportunity and life success.



Life Coach as a catalyst

So, what is a catalyst? It is someone who *sparks others to want to change and/or take action*. The coach as a catalyst helps create change in others because they believe in them, expect and encourage more from them, and draw them towards excellence and success.

In many ways a catalyst taps the energy and pursuit intentions of individuals in such a way that they empower them or unleash their confident potential. An effective coach recognises that when they are a catalyst there will be simultaneous reactions/responses. They provide the initial stimuli, and then the individual sets off on the course of impact themselves. The coach who acts as a catalyst focuses on creating an environment where people will want to succeed. The coach will provide information, insight, tools, resources, reinforcement, and support to help them. They do not do it for others; they help others do it for themselves.

Characteristics of a coach as a catalyst

Let's explore a little more what we mean by a coach as a catalyst. The table below shows some characteristics of a coach as a catalyst.



A Coach as a catalyst...	Coach as a catalyst does not...
<ul style="list-style-type: none"> Creates a climate which is OK about people's initial steps and is open to learning mistakes. Plans for and provides feedback in a constructive manner, and relates it to the coaching experience. 	<ul style="list-style-type: none"> Apply punitive tactics to change people's behaviour, Embarrass others, Criticise choices, Drop advice and then leave, Stop at knowledge, Take over.

What characterises a life coach? Most likely it is the combination of their leadership character and competencies.

Coaching Competencies	Description
Caring	They take a genuine interest in another, they care about another person's life and ability to experience authentic success. They selflessly serve someone so this person can move from a life of accidental or random success, to intentionally living a life of authentic success.
Connecting	Coaches listen, explore, debug people's lives. They connect with the whole person (spirit, heart, mind, thoughts as well as beliefs, attitudes, commitments) to discover people's true passions, their true self.
Conveying Wisdom	They set out to develop another's character, not just their skill. They develop leadership in others. They explore the authentic self, and growth the authentic self. A coach uncovers people's natural re-alignment tendencies by exposing them to reflection on universal principles.
Correcting	Because they care, they will also confront. A life coach recognises that making obvious to someone their soft spots and needs, helps the person to correct and realign. Coaches confront caringly... they challenge, they stretch, they scope.
Completing	Many people know what they want to do with their lives – they just never get around to it. A coach almost becomes someone conscious around the need to integrated, ground, and make complete their promises to self and others. Completing is about integrating to action, creating habits, living by steps of purpose and actions from intentions.
Complimenting	A coach is also someone who believes in you (even more than you do in yourself at times). They encourage, they affirm, they compliment. They take the time to input things of value into another's life in a ways that confirms and affirms the person.

In many ways a coach is words of passage to help someone navigate their life through universal principles *mixed with* methods to build these principles more tangibly and effectively into someone's life.

You can be sure that when you have a personal leadership life coach they will:

- coach in the real context of your life,
- concentrate on building your character,
- remove distractions of the “mundane” and refocus your energy on the things that matter,
- build your skill, experience and capacity to live authentically,
- structure learning so that flow and integration into your context,
- then get out of your way so you can experience authentic success.

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Coaches recognise that the world someone is living in is their unique classroom. Coaches draw on each new experience in the classroom of life, and build universal principles for living into Your Life.

Exploring the Impact of Personal Leadership Life Coaching:

A personal leadership life coach:

- always uses effective tools, strategies and practical application techniques to make things happen;
- improves people's key relationship through building and maintaining a positive attitude, improving trust, respect and support – help them find their place of personal significance.
- explores and removes the negatives that are holding people back from experiencing authentic success – cross out the negatives.
- is a space for listening to self and others, questioning deeply and reflectively, and dialoguing with another to move from a surface understanding of life, to the deep level of universal principles – and internalises these to become part of the individual;
- influences the investment and commitment orientation of people toward their own action plans, milestones and life/career/work targets – people discover their purpose and mission in life and begin take actions to march to their mission;
- helps others take greater responsibility and accountability for improved outcomes across their whole of life – integrating all of life;
- explores how to create effective relationships within their lives, to build key relationships, to increase their commitment to others – zero in of people,
- discover their inner strength of character, to energise themselves for life, to be a “healthy” person on the inside – energise internally,
- overcomes procrastination through helping people make effective decisions and choices, to build dynamic life action plans, and then be able to realign rigorously on the journey of life;
- stay committed to their life aspirations, dreams and goals, to hold fast to their achievement because of the need to be both authentic and real.



Personal leadership life coaching works equally effectively and dynamically in a face-to-face or on-line situations – the key is the in real time and real settings. What makes coaching move from great to exceptional is the shift of focus from conversations of exploration to living an authentic life.