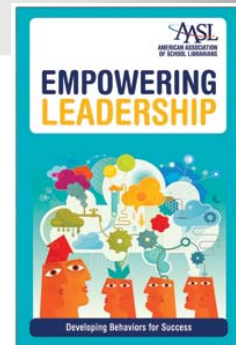


Coaching the Leader Within

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<http://getrealphilippines.com/blog/wp-content/uploads/2014/06/iceberg.jpg>

Dispositions – Visible and Invisible

Just like an iceberg there are strengths below the surface.

Effective Leaders

Are dependent on acquiring dispositions to manage multiple issues and circumstances related to their job.

Martin, A. p. 31

Objectives:

- Identify coaching techniques that sharpen leadership skills.
- Compare coaching dispositions to leadership qualities.
- Help team members accept increasing levels of responsibility.
- Discover methods needed to practice reflection.

Our Game Plan



Pat Summitt

Vince Lombardi

John Wooden

Three Successful Coaches



Leadership Peak Experiences

Poise

Confidence

Loyalty

Respect

Discipline

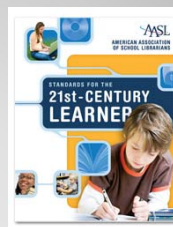
<http://getrealphilippines.com/blog/wp-content/uploads/2014/06/iceberg.jpg>

- Pyramid of Success – John Wooden
 - Industriousness, Cooperation, Enthusiasm
 - Self-control, Initiative, Confidence
 - Performing at One's Best Ability



Techniques that Sharpen Leadership Skills

- Identify Baseline Dispositions
- Recognize Gaps in Personal Dispositions
- Build New Dispositions
- Perform to the Best of Your Ability



Meaning for Librarians

- Definite Dozen – Pat Summitt
 - Trust and Respect



Techniques that Sharpen Leadership Skills

- Build Trust One Staff Member at a Time
- Make Consistent Honest Decisions
- Act Ethically and with Purpose
- Respect Differing Points of View
- Trust Others to Do the Job

Meaning for Librarians

- Emphasis on Practice – Vince Lombardi
 - Mastering the Fundamentals
 - Discipline, Hard Work, and Training Leads to Mastery of Skills



Techniques that Sharpen Leadership Skills

- Perform Set Practices Until Mastered
- Be Disciplined and Persevere
- Practice and Consistency Develops Confidence

Meaning for Librarians

- Know the Big Picture
- Develop Respect and Trust
- Make Reasonable Demands
- Delegate Work
- Develop Individuals

Coaching Infrastructure

- Understands Needs
- Sets Goals
- Creates Game (Action) Plan
- Focuses on End Result
- Plays to Accomplish a Win

Know the Big Picture

- Respect for Rules
- Respect for Others
- Respect for Oneself
- Trust the Team to Get the Job Done

Develop Respect and Trust

- Set Expectations
- Encourage Risk Taking
- Promote Positive Change
- Working as Hard or Harder than Team


Make Reasonable Demands

- Help Others Achieve
- Take a Personal Interest
- Foster Continuous Improvement
- Tie Individual's Development to Team Objectives
- Provide Feedback and Support
- Accountability

Delegate Work

- Create a Training Plan
- Ensure a Mutual Understanding of Goals
- Incorporate Cross Training
- Provide Opportunities
- Counsel When Obstacles Arise
- Evaluate Outcomes
- Set New Goals

Develop Individuals



Game Plan

Reviewing the Game Plan

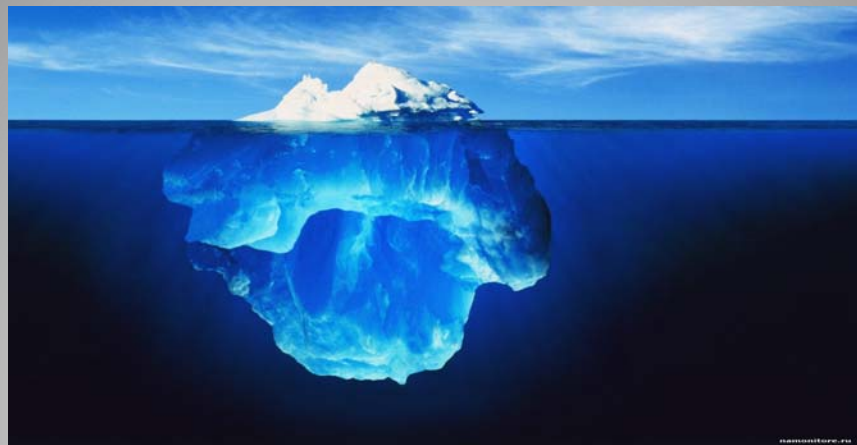
What are the highlights? Where is improvement needed?

- Daily Review of Dispositions
- Journal Impact of Dispositions
 - Positive Results
 - Negative Results
- Seek Feedback from Others

Practicing Reflection

- Recognize that belief in oneself builds self-confidence.
- Encourage hard work and training, which leads to mastery of skills.
- Instill the same attitudes in yourself and colleagues that coaches consider important for success.
- Delegate work and share glory for success.

Coaching Tips to Move Forward



Questions? Let's keep coaching ourselves and those around us.

**NEW TITLES
ADDED!**



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