

# Tell, Teach, Coach

A coaching-driven environment creates greater leadership resilience and agility, not simply in the leaders themselves but also in their teams, helping them to manage changing challenges quickly and react to uncertainty without paralysis. Today there is a real need for this.

## Overview

Consider the time when you learned a new sport - whether you were playing football or tennis, skiing, or bicycling... Someone supported you in your new sport - your little league coach, a gym teacher, or even your parents or sibling. How did they support your learning of this skill? In most cases, they either told you what to do or taught you how to do it. Most new managers are doing the same with their employees. They believe they are coaching them but instead, they are saying...

**“Tell me about the projects you are working on. What is working or not working?”  
or**

**“I have been observing the way that you are working on the project plan and it’s not quite right. Let me show/teach you how to do it, and then I will watch you do it.”**

Telling and Teaching are two actions that a manager needs to perform at specific times. In contrast, Telling and Teaching aren't considered coaching conversations. They are explaining how and what to do.

**Coaching is... empowering the individuals on your team by giving them the space to explore, discover, and learn on their personal and professional journey.**

When you are ‘coaching’ an individual, you are creating an environment in which feedback is wanted and accepted. There are meaningful ways to approach a coaching conversation, and this will take a manager time and patience to learn the approaches when preparing for a coaching conversation.

## Workshop Details

**Time:** Two-90 min sessions | **Platforms:** Zoom and Miro | **Participants:** 18-24 [max]

Throughout this interactive and dynamic workshop, participants will explore the importance of coaching and the outcomes of being a great coach. Through **brainstorming, small group discussions and exercises, role-playing, and group activities** – participants will gain an understanding of how to apply each component of the Tell-Teach-Coach model.

You have the opportunity as a people leader to learn about your team as individuals and as a team. When you ask these three questions (perhaps during a coaching conversation), you begin to understand how each person prefers to be managed.

### **Great coaches build trust between the leader, individuals, and the team.**

- **What motivates a person?**
- **What does success look like for an individual?**
- **And how does a person like to be recognized?**

Participants leave the workshop with a greater understanding of how coaching...

- Produces a positive workplace environment.
- Let's employees know what is expected of them.
- Increases the skill set available to the individual worker.
- Creates competitive advantages.
- Turns weaknesses into strengths.

## Program Pricing

Pricing is based on the number of facilitators.

*Coaching is unlocking people's potential to maximize their own performance.  
It is more often helping them to learn rather than teaching them.*

– John Whitmore,  
Coaching for Performance, 2010