



Are You a Great Executive Coach?

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Why do key decision makers and leaders need an executive coach? When promoted to a position of power, executives often think they have to act on their own and that their actions have no consequence. The problem with this is twofold:

1. The higher leaders are on the ladder, the fewer trustworthy people they have with whom to brainstorm and explore new ideas.
2. Key decision maker's actions do have consequences. They can inspire someone to instigate a lawsuit with one poorly chosen decision or interaction.

An estimated 50% of newly promoted leaders and key decision makers fail within the first two years on the job due to lack of support!

This need for strong leadership support created the emergence of executive coaching. If you consider yourself an executive coach two questions to ask yourself daily are: "Am I the best coach I can be? How can I improve today?"

Your job as an executive coach is an important one. Clients effectiveness and possibly even their jobs rely on you doing your job to the absolute best of your ability.

Here are my top '7' tips on how you can be the best you can be in order to attain the very best results for your clients.

1. **Be selective in accepting a new coaching assignment.** Not every coach is for every client. Interview prospective clients to be certain you know their goals and that you're up to the task. If you're not the best coach for this individual, refer them to a more appropriate coach.
2. **Listen, listen, listen.** Your job is not to impress the client with your vast knowledge. Rather, it is to learn all that you can about your client, their specific circumstances, and challenges. Who are they? What are they not telling you? What makes them come alive? What holds them back? What experiences have had a deep affect on them?
3. **Think bigger than your client, for your client.** Your client has had the same rumblings in their mind for years. They are often bored with their perceived limitations, negative assumptions and grievances. What do you see in them that they don't see in themselves? Share that vision. Inspire them to move toward it.
4. **Know when to be quiet.** Don't be the coach who is so eager to move the conversation forward with your next brilliant question that you miss the point. Allow pregnant pauses. This will allow them to absorb and expound upon what they just said.

5. **Be careful with humor.** Humor is often the key to help clients see the absurdity of their situation. Clients like to have fun, however if humor does not come naturally to you, then tread lightly. It can be offensive in the wrong setting or with the wrong client.
6. **Hold clients accountable with respect.** A vital element of coaching is accountability. Listen intently when a client agrees to take on an assignment. Does he have a true desire? Know and respectfully honor his time and capabilities. Assignments must be meaningful in order to move your client forward.
7. **Be curious, never judgmental.** Your client who has chosen to trust you with their inner thoughts, fears, dilemmas, goals and challenges. You have not lived their lives and as such, cannot know how difficult previous choices have been. Encourage their stories and never, ever judge their previous actions or choices.

Being in the position to coach another individual is truly an honor. Please don't take your responsibility lightly. Follow these tips to be the best you can be. Continue to get educated through the International Coach Federation or accredited institutions.

Executive coaching is an exciting proposition for all involved. And the results will speak for themselves. If looking for an executive coach, use these tips when interviewing prospects.

Read all of Ann's Writing and Wisdom at: <http://gvasuccess.com/writing-and-wisdom.htm>

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