



LEADERSHIP COACHING

Leadership coaching is a one on one process that builds an individual's capacity to exercise leadership. Leadership coaching helps broaden and develop a person's leadership skills and abilities through powerful questions, reflecting, and creating time and space for a client to work through leadership issues. Outcomes of leadership coaching include enabling people to find their purpose, enhancing performance, and making progress toward both personal and organizational goals. The International Coach Federation (ICF) defines coaching as partnering with clients (or employees) in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

Hallmarks of effective coaching practice:

- Custom tailored developmental process
- One on one
- Short, medium, or long term relationship depending on the situation and needs of the client
- Focused on sustained behavior development, understanding leadership behavior, and the impact of their behaviors on others
- Equal status as partners: coach and client, mutual focus on personal and professional development, and integration of reflection on practice

Value Proposition of Leadership Coaching

Expected outcomes from Coaching:

- Goal setting, striving, progress, and achievement (personal and professional)
- Positive psychological capacities such as self-efficacy, hope, resilience, and optimism
- Enhanced mental health, quality of life, and well-being

Coaching's Utility in Leadership Development:

- Leadership knowledge transfer and skill enhancement, customized plans can be developed for applying new leadership knowledge and skills to the organization or leadership position
- Increased self-awareness, stronger personal confidence, and increased self-efficacy
- Enhanced motivation to lead and other job attitudes
- Improved cognitive flexibility – successfully operate within complex and changing circumstances

The International Coach Federation (ICF) is the leading global organization dedicated to advancing the coaching profession by setting high standards, providing independent certification, and building a worldwide network of trained coaching professionals - <https://coachfederation.org/>

The Kansas Leadership Center offers Coach ICF approved training for those interested in furthering their development as coaches - <https://kansasleadershipcenter.org/intensives/> as well as certified coaches that provide independent coaching - <https://kansasleadershipcenter.org/about-us/consultants/>

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