

Building a great team - getting started...

By Bob 'Idea Man' Hooey

Greetings, as we start our journey into the evolving management focus on coaching in the marketplace or the workplace. The workplace is changing, as the marketplace expands to compete globally. This change in global focus, places a new focus and pressure on finding and applying a more productive use of our assets and our employees to compete successfully.

There is a definitive change in focus to using coaching in the workplace. In the past it has been regulated or known as a remedial method of helping employees improve sagging or deficient performance. It still has a valid use in this area.

In recent history, coaching in the workplace has had a new focus. Employees, managers and executives have started experiencing the positive results from enlisting the help of a coach to help them improve in specific areas or to achieve specific goals. **People have been going outside the corporate arena and enlisting or recruiting coaches because they want to change, to improve and to win!**

Executives and managers have also seen the wisdom and the positive return on their investment of time and resources in training and **coaching their employees for optimal results**. Things are changing in boardrooms and on the floors of businesses across North America.

People experience problems and challenges in their performance for four major reasons:

- Poor or inadequate training for the job
- Inadequate equipment to do the job
- Time constraints to do the job
- Motivation to do the job

Coaching in its core essence, will help you discover the area(s) that are acting as roadblocks for the person being coached. Coaching can help you turn roadblocks into stepping-stones for increased success, productivity, and a real sense of satisfaction on the job. Coaching can bring a sense of satisfaction to the coach too! **A sense of satisfaction in seeing your people win!**

Let's learn together.

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