WHY MANAGERIAL COACHING IS IMPORTANT?

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Managerial Coaching can be an important tool to mold the relationship between the individuals in the organization and the organization itself. Coaching allows employees to learn and be open minded to improvement through feedback. Rather than using pure set of directives and assignment of task, Coaching is a process that can coheres the people in the organization into a team. The people in the organization who do not lack proper leadership tends remain still in achieving the organizational object. These are the type of employees who understand what the company expects to them and contribute to the organizational success.

Coaching can really be an effective performance enhancing tool and allows the organization to understand its value in developing others. The more juniors and others develop, the more efficient coaching is. But not all can easily make coaching works. With entity bounded with scarce resources such as time, managers must know how to do coaching right for it to be effective. It can be done efficiently and effectively using the ten key practices.

Coaches may create an effective action plan that is SMART (Specific, Measurable, Attainable, Relevant and Time bounded). With this, Managers, may give specific goals or performance, they are expecting from the junior managers. Specific Goals and Actions help managers to focus only on value-added process and outcomes. These are then measured through feedback and assessment of performance. It may also involve analysis of strength and weaknesses of organizational players. With an effective feedback, some advice on how to improve performance may be drawn out. The reward
for an effective coaching is an improved performance. This creates balance, trust and work relationship between the Coach and the one being coached. But when a goal is achieved, conflicts arises just like in fraud triangle, hence the manager must understand the context and pressure lingering on the junior managers and develop ways on how to mitigate it. Before the development is take into an account, monitoring and assessment of progress may be done to understanding more the behavior of the parties involved which may be of use in the future.

Resources of the organization for coaching may be limited. Some are not born to coach and be coached, but if the organization will start developing and integrating coaching, barriers may be eliminated. The more the process of coaching progresses, the more the players become align to the organization goals and develop to meet it.

References: