

Training to Support Growth Planning and Support Program (GPS)

Understanding how to blend coaching and managing is an essential skill of an effective leader. SLCC is interested in more supervisors infusing coaching into their management style during one-one-ones, meetings and GPS sessions.

One way to learn more about coaching is to sign up for a coaching session and/or have your staff sign up to be coached.

Coaching FAQs

What is coaching?

Coaching is a question-based approach/process that helps people solve problems and reach goals. SLCC has a pilot Coaching Academy with trained coaches to help you and your staff.

How does coaching help you meet a goal?

At the end of each coaching session, coachees will be asked what action they plan to take. This complements the accountability conversations and goal setting of your GPS sessions.

How long is a coaching session and how do I sign up?

- To get the most out of coaching sessions, come prepared with a topic, idea, or goal.
- Each session will last anywhere from 30 to 60 minutes.
- Sessions can be over the lunch hour. Coaches can travel to your location.
- Email anjali.pai@slcc.edu and ask to sign up for a coaching session.

Can I book coaching for a retreat?

Yes! Our coaches can offer mini-coaching sessions during your retreat. This is a great way to offer time for your employees to reflect on their goals and ideas for the year ahead.

What are the benefits of coaching?

Moving away from command and control style to a more dynamic, open and self-reflective mode that closely aligns with SLCC values.

What topics can my staff work on with a coach?

- Goal setting
- Time management
- Team building
- Leading in times of change
- Adjusting to a new position or promotion
- Communicating more effectively with others
- Exploring personal accountability
- Discovering new ways of thinking

How will I ensure that the topics covered are confidential?

In keeping with the International Coach Federation guidelines your coach has signed and agreed to comply with the [Code of Ethics](#).

Will the coach tell my staff what to do?

The coach is not a therapist, consultant or mentor. The coaching process is not designed to tell the coachee what to do. The coach is there to ask thoughtful, open-ended questions to help the coachee,

give them time to reflect, and most importantly allow them to see current viewpoints from a different perspective. All of these techniques make the formal coaching process unique.

How are coaches trained?

Coaches in the Academy are certified to be coaches through an accredited program, [ICF](#).

Testimonials from current SLCC employees

“My coach helped me get right to the first steps to help me get started! The coaching opportunity was amazing and going to prove to be invaluable. I am so very grateful to SLCC for this benefit!”

“Coaching helps me accomplish the things I know I need to do and makes me more accountable to myself.”

“Just having time to discuss the challenges I am facing on a daily basis is great. My coach has helped me focus on the things that really matter.”

Sample coaching questions:

- What is challenging about it?
- What are your ideal outcomes?
- What is the first step?
- How will you prepare for that?
- How will you measure success?
- What is motivating you?
- Who can help you with this?