Sharpist ...

# **Sharpist Your guide to Coaching**

Personalized learning for every employee worldwide Powered by coaching



# Coaching supports people in growing their own potential

- The coach is the independent and objective sparring partner that supports the learning process rather than merely presenting solutions.
- ✓ The coach does not need to have specific expertise in the learner's field of expertise. Often times it can be especially helpful to discuss personal challenges with someone with an outside perspective.
- Coaching is not: mentoring, therapy, or consultation.
- Positive effects of coaching are increases of your overall well-being, self-regulation, and performance.

#### **Coaching methods**



Personal conversations



Specific questions



Creating visualizations



Individual exercises

## More than just mentoring: Coaching leads to individual empowerment

#### Control



#### Managing



#### **Consulting / Mentoring**



#### Coaching

**Empowerment** 



Who? Where? What? When?

Reason

Crisis mode



#### Method

Giving advice

Reason

Within field of expertise



#### Method

80% asking questions

#### Reason

Developing potential







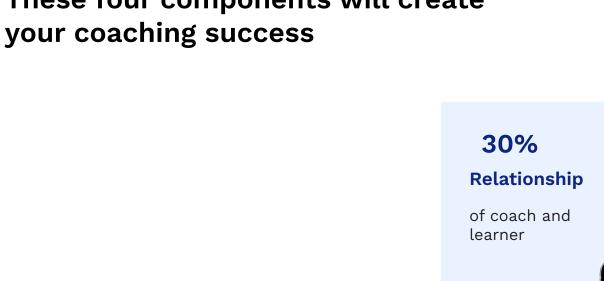
## Three characteristics of a great coach

Seeing the learner's potential

Challenging misconceptions and beliefs

Moving the learner beyond their comfort zone

## These four components will create



15%

#### **Application**

of models, theories and practices

15%

#### **Expectation**

of the learner to improve

40%

#### **Readiness**

of the learner





### 5 tips for getting most out of the Sharpist coaching



Set your coaching goals with care



Ensure that you are completely satisfied with your coach



Make use of the additional materials for an ongoing learning experience



Put your learning into practice in your everyday life



Never lose sight of your goals

# Your goals are the foundation to find the perfect Sharpist coach for you



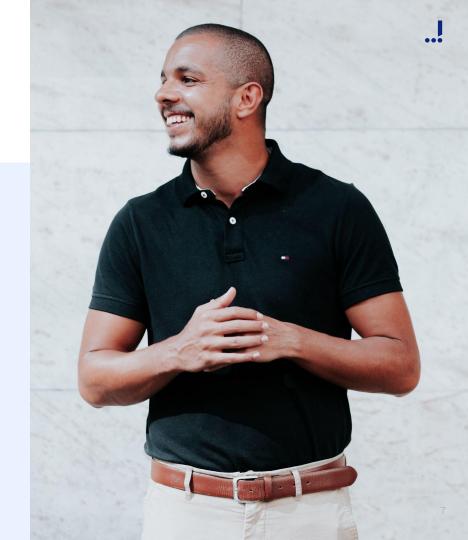
get a clear picture of your current situation at work



set the path and give direction for your personal development



identify personal resources and obstacles that might arise "on the way"



# Sharpist's leadership framework helps you to identify your personal development needs



#### Resilience

Knowing, trusting and connecting with yourself

- Self-Awareness
- Self-Confidence
- Self-Motivation
- Emotion & Stress Regulation



#### Self-Leadership

Acting and behaving as a leader and decision-maker

- Goal-Setting
- Time Management
- Focus & Prioritization
- Role Clarity/Transition



### Interpersonal Leadership

Working efficiently with others

- Building Relationships
- Giving & Receiving Feedback
- Leadership Approach& Presence
- Delegation



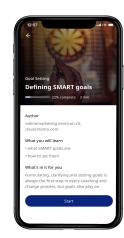
## Organizational Leadership

Delivering strategic results and shaping the cultural development within the organization

- Delivering Impact
- Leading Change & Transformation
- Strategic Planning
- Innovation & Creativity



## Setting your goals "SMART" leads to a more impactful coaching experience and to more growth



Reflect on your current situation Identify your development needs

What do you want to change?





- Specific
- Measurable
- Achievable
- Relevant
- Time-bound



What are currently your top 3 personal challenges at work?



What are your personal strengths that you want to further improve upon?



What activities and tasks come easy to you? When are you in a state of flow?



What feedback have you received recently? From colleagues and from your manager?

## Reflection leads to success.



**Sharpist** 



## Keep growing

Have a successful start to your coaching journey!

