

HOW TO ADD COACHING TO YOUR TOOLKIT

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Intentions for today

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- Discuss how coaching is a combination of skills to be developed
- Share tools to help get you into the “coach approach” mindset
- Introduce a simple coaching model you can take back to your teams

Project Manager as Leader

3



Project Manager as collaborative partner

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As a coach-PM no longer need to be the expert

5



What coaching is and what it is not

6



Your favorite boss or leader

7

What makes a great leader?



What do we want from our leaders?

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- ❑ Be empowered & not micromanaged
- ❑ Show interest in us
- ❑ To be a good listener
- ❑ To have a clear mission & strategy
- ❑ To be coached!



What is a coaching toolkit?

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3 essential coaching tools

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1. Trust
2. Active Listening
3. Powerful Questions

Ways to develop trust

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- ❑ Take an interest in your team
- ❑ Communicate frequently
- ❑ Demonstrate credibility
- ❑ Be reliable
- ❑ Build rapport



On clear communication

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“I know that you believe you understand what you think I said, but I’m not sure you realize that what you heard is not what I meant”

-Robert McCloskey



Practice Active Listening

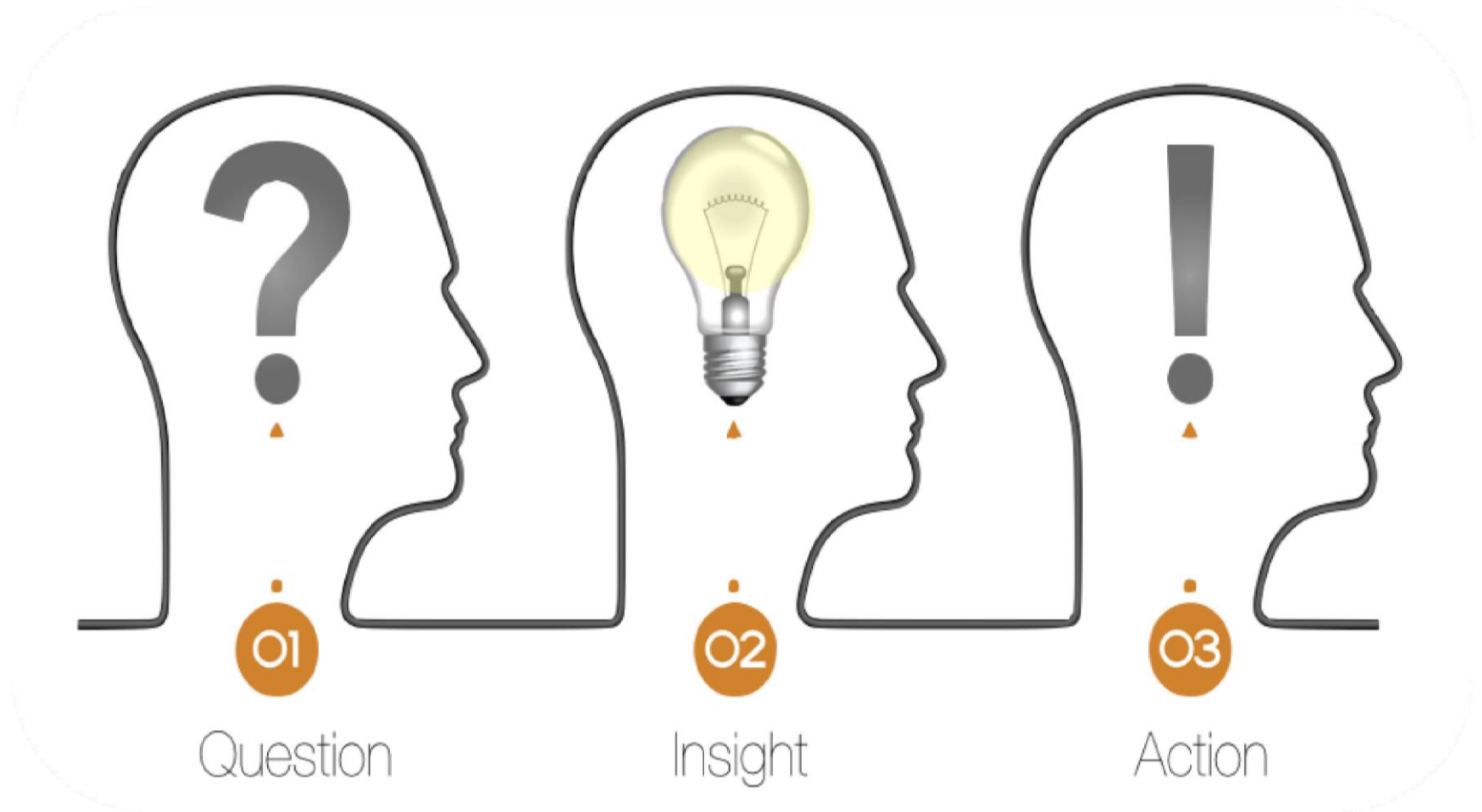
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- Pay attention & be quiet
- Look at who is talking
- Do not talk or think about what you are going to say next
- Visualize what is being said
- Be able to summarize what you just heard



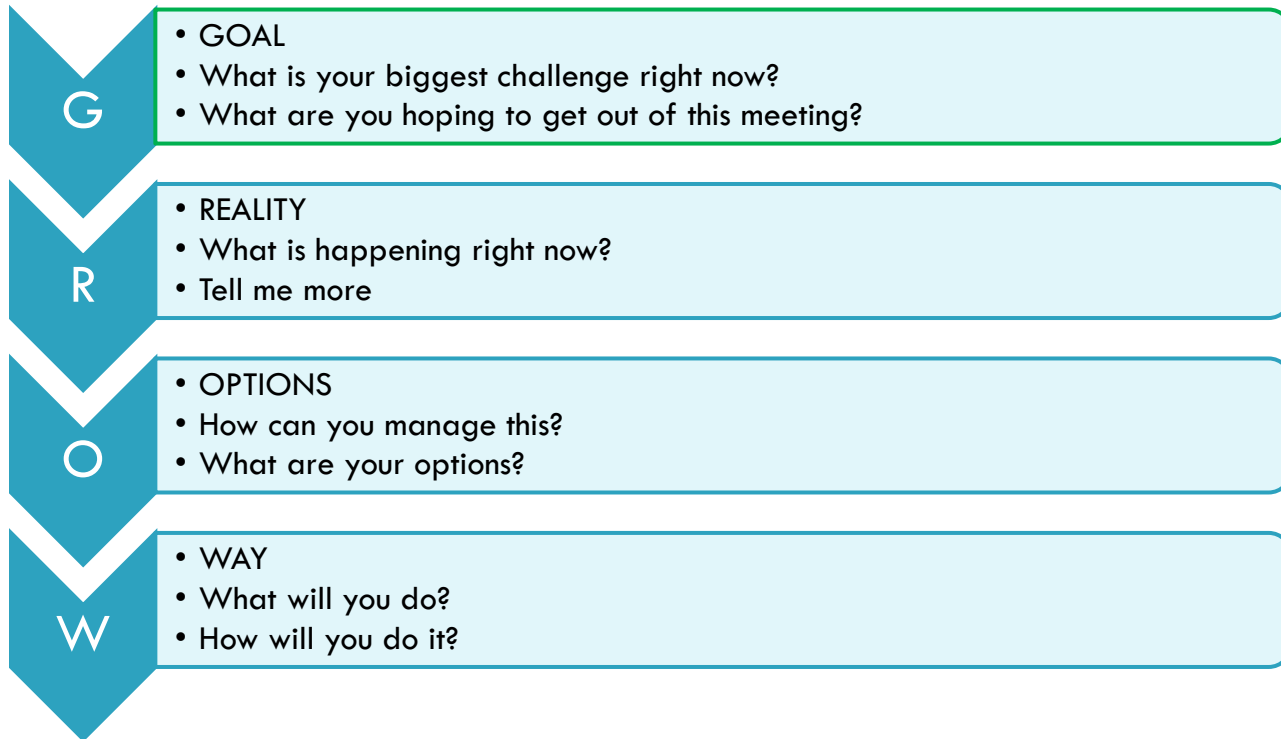
Ask Powerful Questions

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G.R.O.W. Model – Let's Practice

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Debrief intentions

What are you walking away with?

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Call to Action

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Thank You

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