

## Coach Effectively

Coaching means having conversations to help people achieve their definition of success. Learning how to have discussions that encourage, challenge, and support your employees will elevate performance and positively impact your practice.

### Coaching Model

This five-step coaching model will help you to have more productive, effective coaching conversations with your employees.

**Future State:** Help the employee describe their ideal future state, goals, and dreams.

- *Where do you want to go?*

**Ignition:** Discuss the employee's reasons and intentions for achieving these goals.

- *Why do you want to get there?*

**Change:** Discuss the skill, knowledge, and/or behavior changes that are needed to achieve these goals.

- *What do you have to do to get there?*

**Plans:** Ensure the employee has a clear, executable, tactical plan to make the needed changes.

- *What are the actions and timelines needed to achieve these goals?*

**Support:** Understand how you and your employee can support this process.

- *What support and follow-up are needed to achieve these goals?*