

Personal coach - your own private eye

Successful business leaders rely on objective partners

BY WORKPLACE STAFF

Today's business world expects more from its leaders than ever before. South Africa has entered the global marketplace with a vengeance and as a result our businesses must perform at this international standard.

All this is putting added pressure on corporate leaders, which is why companies are increasingly turning to coaching.

Many successful leaders rely on executive personal coaches to keep them afloat, partnering with a mature, experienced professional so that they will be more enabled to go through difficult times keeping noses above the water, and at the same time making well-calculated, logical decisions.

Jill Hamlyn, executive personal coach and coaching supervisor, says a coach is an objective partner who is unconstrained by corporate politics, hidden agendas or history



Objective view...

Jill Hamlyn believes the greatest benefit of a business coach comes from the fact that he or she is totally neutral and not affected by politics and power dynamics.

“A coach develops a mutual trusting relationship with his or her client as the critical foundation of a number of their interactions,” she says.

“The coach only has the client's success in mind when she delivers direct and specific feedback.

“She enables her client to see their gaps and opportunities for growth through distinctions and examples based on observation.

“A coach should have the proven leadership and management abilities, maturity and insight to see beyond the obvious, and bring in broad business experience.

“This enables them to identify the individual challenges faced and to work on individual opportunities for growth for each client within their environment.”

Unlike a mentor, a coach does not transfer skills but rather possesses strong interpersonal abilities, well seasoned business experience and a deep understanding of the coaching profession working within proven systems and methodologies.

“This in turn allows him or her to be a partner, helping them to achieve the individual objectives that are jointly set.

“Coaching is all about forming a partnership with the client, and about asking the unasked questions that allows the executive to clarify their thinking.”

Through executive personal coaching, individuals are able to maximise their choices to more clearly choose the action most appropriate for themselves in each situation.

This is achieved through effective probing and challenge

“One of the biggest advantages of coaching is that you ultimately enable leaders to become more powerful than they already are,” says Hamlyn.

One of the key issues an executive personal coach faces is guiding a client to discover what manages him or her. The more effective you are in leading and

managing yourself, the more successful you will be in leading and managing others.

The challenge is to create a vision which others are inspired to achieve. In a market fraught with rapid economic, political, administrative, financial and human change, the skills necessary to lead need to be deepened significantly in order to meet the needs of the business world. Well-honed leadership skills that meet these needs and simultaneously inspires loyalty and commitment from others to achieve the task at hand are vital.

“Undoubtedly, coaching is a multi-faceted process; however, the basics still remain the most important - without it you won't be able to become that all-important ‘third eye’ of your client.”

With a seasoned and experienced professional executive personal coach, the power of the intervention lies in the mutual trust between the client and the coach as they enter what could possibly be considered the richest personal growth experience that a person can enter into within their individual career.

For more information phone 011 233 4953 or visit www.gimt.co.za