

# WHAT IS COACHING? THE SHORT VERSION

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November 5, 2014 By Ro Gorell

## **There are many different ways to coach and lots of different coaching niches.**

What puzzles you about coaching? Does it all seem like a bit of a hype? Does your organisation offer coaching to everyone or just those 'in the know'?

Have you had those type of 'coaching' experiences at work? You know what I mean, someone sharing their pearls of wisdom and wrapping it up as coaching. Even worse, wrapping up criticism as 'coaching'?

## **My short take on coaching**

Coaching is essentially about self-directed change – moving from point A to point B. Or should that be from point A to point Z? And it's also about results – there must be a purpose to the coaching otherwise it's just a conversation. The coach is there to help the coachee in a non-judgemental supportive way. That can sometimes mean they challenge the coachee to

go beyond their comfort zone as well as reinforcing great learning. And let's not forget choice – coaching helps you consciously choose which direction to take.

That's my short take on coaching. More to come on this subject and particularly how coaching is a great tool to help organisations become 'change ready'...

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