

7 STEPS TO CREATING A COACHING CULTURE

SOUTHERN CROSS
COACHING &
DEVELOPMENT



1. NEUROSCIENCE

If you want people to perform, engage and collaborate better, understanding how the brain works is of critical importance.

Applying proven Neuroscience-based research principles to your leadership development practices is the first step to building a sustainable coaching culture that delivers on performance and engagement.



7. CONSULT WITH AN EXPERT

Engage with a reputable Neuroscience-based Executive Coaching and Facilitation consultant to help you achieve a sustainable and long lasting culture shift.

Get in touch to find out how our Coaching Culture Leadership & T.O.A.D™ Coaching training modules can help your organisation develop a Coaching Culture for effective employee engagement.



2. ENGAGEMENT

Create the right environment for authentic and valuable engagement across all levels.

Using the brain's naturally occurring organising principles, it's possible to foster an environment that minimises the perception of threat and increases a reward state for employees. Coaching Leadership does this.



6. COACHING LEADER

Our experience shows that the best leaders strive to be a "Coaching Leader" 65-70% of the time!!

With ongoing practice, your leaders will more naturally apply coaching practices in day-to-day scenarios – every day!

The result is a more engaged, more empowered, more collaborative, more innovative and higher performing team. A team who can think for themselves and take responsibility for their own development. Meaning you'll have that extra time for your own strategic thinking – or simply for a more relaxed morning coffee. You're welcome!



3. COACHING LEADERSHIP

Coaching leadership is about leaders 'facilitating improved thinking and behaviours to achieve high performance and individual potential!'

Provide your leadership team with the insight and guidance to apply day-to-day brain-based coaching techniques 70% of the time in their every day interactions with their teams. Using a proven Coaching Culture model such as our unique T.O.A.D™ Coaching will allow them to easily integrate these practices into their every day, almost immediately.

Applying a tried and tested Coaching model will ensure better, more engaged and collaborative relationships across the organization. It will also show that your leadership team "leads by example" to evolve culture, mindset and performance. A Growth Mindset is a critical part of Coaching Leadership.



4. GROWTH MINDSET

It's not just about a positive mindset. Positive (and realistic) is great. Nurturing a "Growth Mindset" is better.

With a Growth Mindset, we look to reframe individual's perception on their people's - and their own - ability to learn and improve.

This will lead to increased self insight and create a culture of forward-looking, positive, solution-focused learning and development. A Growth Mindset is a key tool in developing effective Coaching Conversations.



5. COACHING CONVERSATIONS

Develop advanced communication skills across your organisation

Actively applying a Coaching Culture model such as T.O.A.D™ will facilitate and create shared practices of interaction and engagement across the organization; where Coaching Conversations start happening every day – not just in a monthly one-on-one.

These Coaching Conversations will result in more open, transparent discussions that foster the engaged culture and entrench the Coaching Leadership you want to achieve.

GET IN TOUCH



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