

USING COACHING SKILLS TO  
UNBECOME THE  
BOTTLENECK

---

**LEADWELL**



**WHAT IS YOUR  
VISION?**

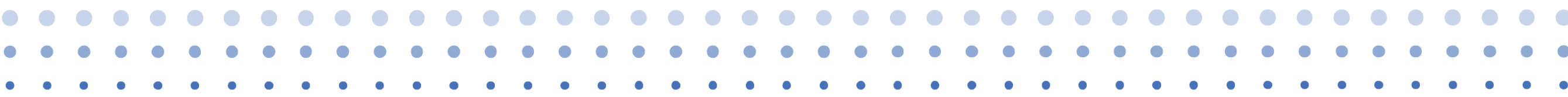
**IMPACT**

# LEADER AS COACH

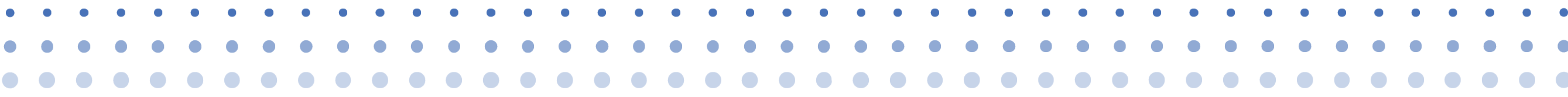
*The top trend!*







A participative management or leadership style that integrates coaching skills into daily interactions in order to maximize individual & organizational growth.





UNBECOME THE



BOTTLENECK

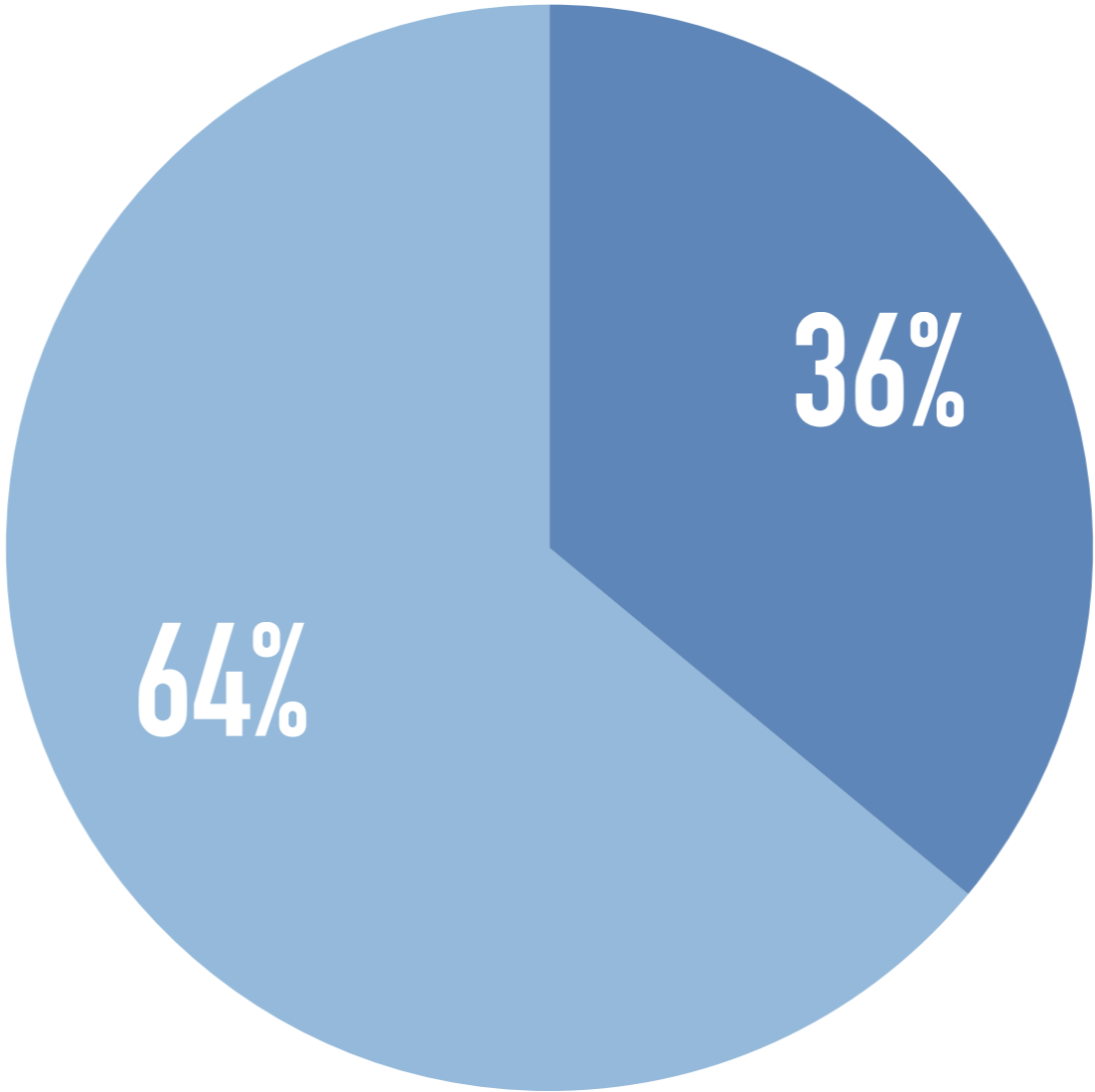


# UNBECOME THE BOTTLENECK

---

● Out of Your Control

● In Your Control



# COMMUNICATION



*Effective*

**QUESTIONS &  
LISTENING**

*Longer*

*Effective*

**QUESTIONS**



**ELICITS DEFENSIVENESS**

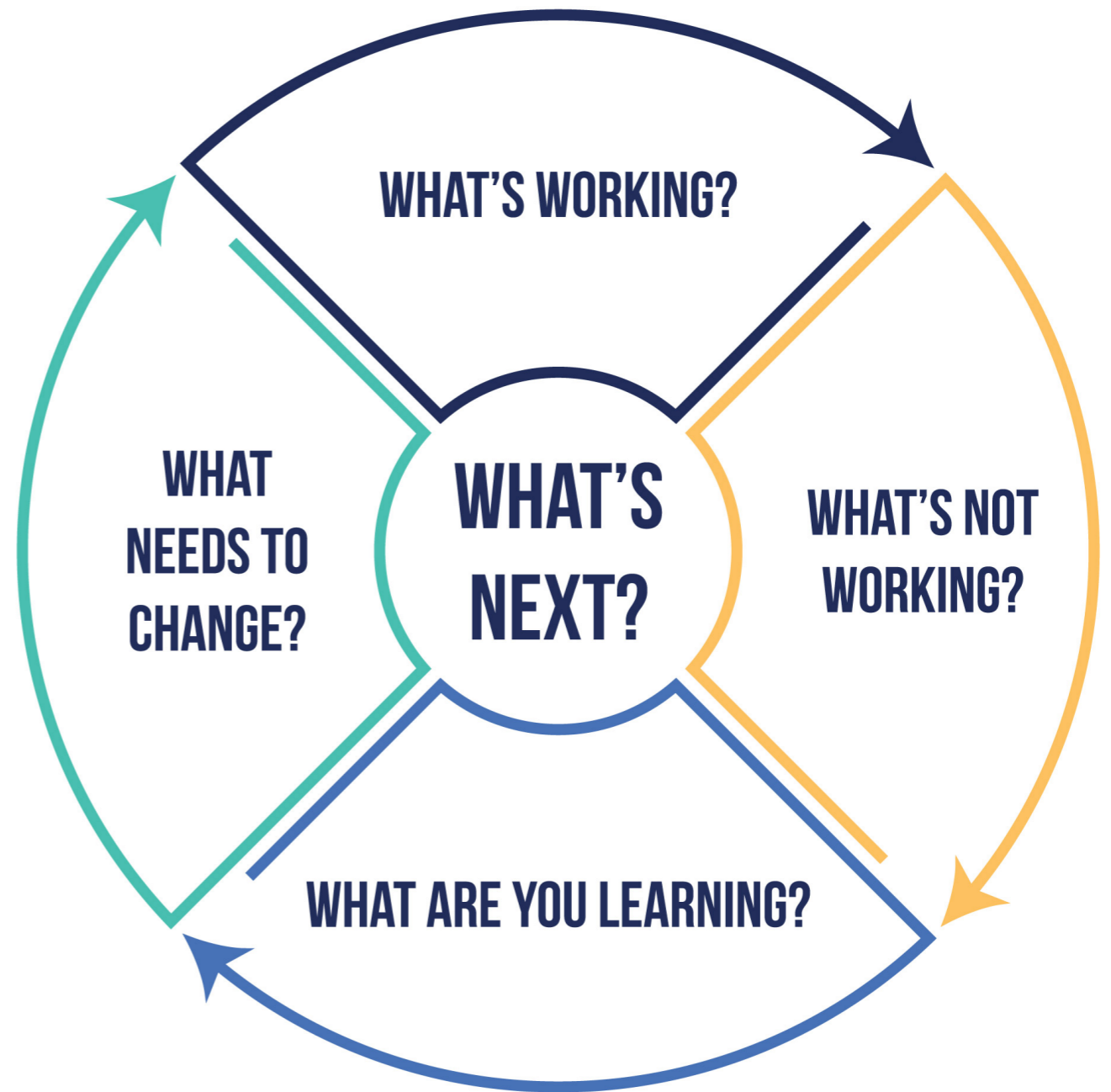


**EVOKES DISCOVERY**



**INVITES EXPLORATION**

# 5 GREAT QUESTIONS



~~WHAT HAVE YOU DONE?~~

**WHAT HAVE YOU DONE THAT  
CAN INFORM YOUR NEXT STEP?**

Produces EFFECT...Thinking about progress & next steps

~~WHY DID YOU THINK THAT?~~

**WHAT ARE YOU THINKING NOW  
AS YOU MOVE FORWARD?**

Produces EFFECT...Thinking about progress & next steps



~~HOW DID THAT MAKE YOU FEEL?~~

**WHAT DO YOU NEED TO KNOW  
TO MAKE A DECISION?**

Produces EFFECT...Thinking about progress & next steps



**TAKE TIME TO CONSIDER THE  
EFFECTIVENESS OF YOUR QUESTION**

**LISTENING**

*Longer*

**EMBRACE** *Silence*



**DESIRED  
OUTCOME**



**THINKING  
IS GOOD**

**W.A.I.T.**

**WHY AM I TALKING?**

# PAST

Paycheck  
Satisfaction  
Weaknesses  
Boss  
Annual Review  
Job



# TODAY

Purpose  
Development  
Strengths  
Coach  
Ongoing  
Conversations  
Life





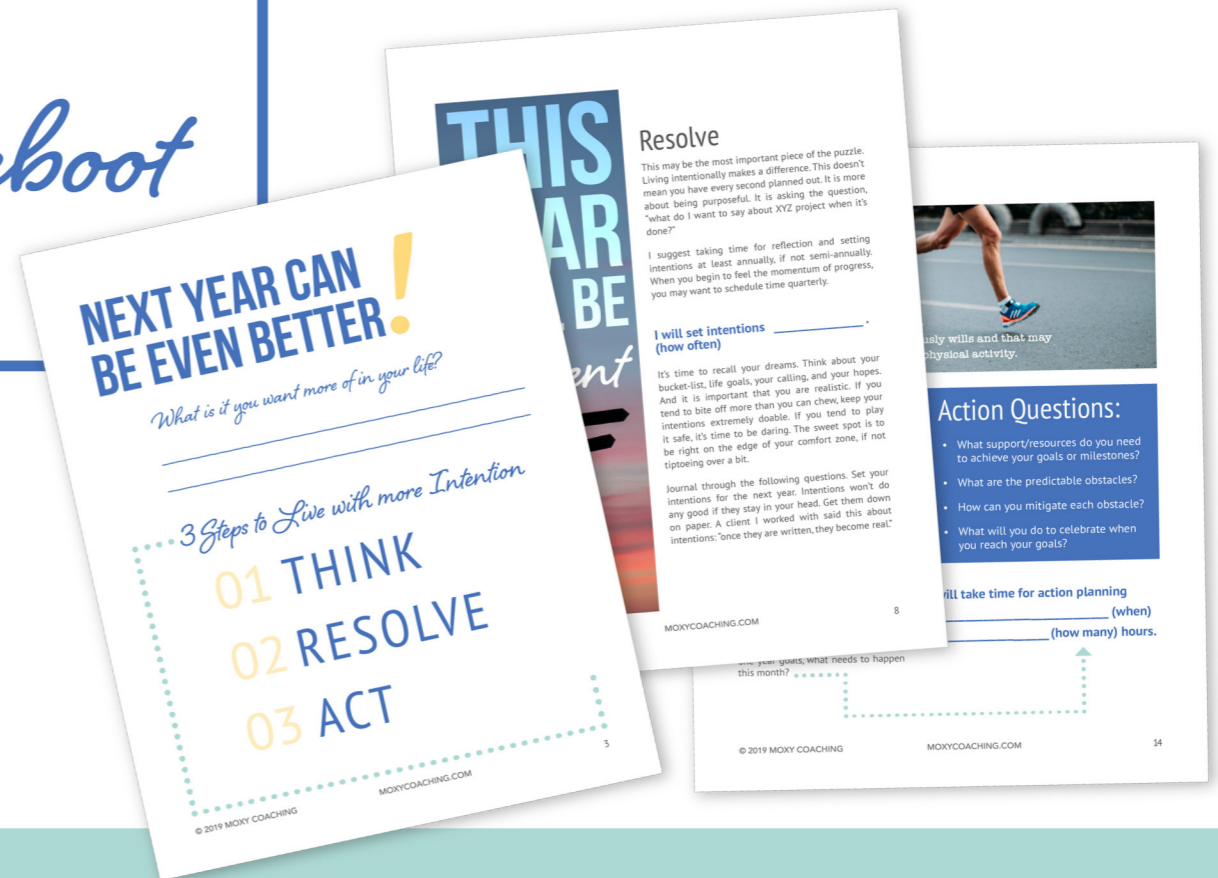
**THINKING  
IS GOOD**



# GET YOUR GUIDE!

## THE MOXY GUIDE

*Annual Wrap & Reboot*



**TEST DRIVE**

*Better experienced than explained.*

Q & A



*Effective*

**QUESTIONS &  
LISTENING**

*Linger*