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Typically, organisations apply
coaching as a day-to-day
management activity, embedded into
one-to-one meetings and performance
conversations. An issue that is often
raised is how effectively managers can
coach their own staff, given the power
relationship and the need for some
distance and impartiality in the
coaching relationship.

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Coaching for Managers: Bullet Guide:
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1) Listening. The most important skill to effective coaching is the ability to listen to others. It's vital for managers to understand that coaching is not about the coach, but rather about those that they are coaching.

10 Coaching Techniques All Managers
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Managers must guide conversations both by asking questions and listening, not by giving directives. Employees learn and grow the most when they uncover the answers themselves. 2. Recognize what's going well. Coaching well requires a balance of criticism and praise.

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