

Coaching Description

Why leadership coaching?

Leadership is a subject that has intrigued people for centuries, but modern studies show that the most insightful and constructive leaders are masters of key personal attributes that have been overlooked in the past. Coined “emotional intelligence” by Daniel Goleman and the positive psychology movement, traits such as self-awareness, self-control, motivation, empathy, good listening and other social skills are often those that separate the average from great leaders.

Pallas & Co strongly believes that a better world can be created by visionary and effective leaders at all levels within a business or not-for-profit organization. As a result, we act as catalysts for visionary change, helping our clients reach their full potential so that their contributions to the society can be beneficial and sustainable. We work with individuals and teams to complement their already-astute analytical thinking with the development of their emotional intelligence to build leaders who will change the world for the better.

What is coaching?

Coaching is a process that helps individuals and teams reach new and challenging self-identified goals. Through the development and refinement of skills and capabilities, as well as the resolution of unhelpful thought and behavioral patterns that often act as obstacles, coaching facilitates clients in achieving their ever-evolving potential. Coaches work with clients to clearly identify goals and build competencies revolving around purpose, motivation, beliefs, thinking, intuition and the actions needed to achieve their desired results.

Here are some distinctions:

Distinctions of Coaching		
		Coaching
Facilitating	Focuses on process and agendas; ensures flow and allows for everyone his/her say.	Focuses on people and their experiences, “What is your need, what do you want?”
Consulting	Uses tools and methods to analyze and advise; solution-driver. Consultant generally considered an expert in a specific subject.	Creates collaborative value, evoking shared wisdom and experience, rather than striving to provide external “solutions.” Coach considered an expert in coaching.
Advising	Occurs when an expert is brought in to give recommendations based on his/her own experience.	Provides skill sets that enable participants to depend on themselves to create or discover answers. Coaching trusts that people are their own most valuable resources.
Mentoring	Takes place when someone on the same career or development path as those they’re mentoring guides them based on their models of success.	Helps participants create their own models of success based on their individual strengths and choices.
Team Building	A team is defined as a group of people working together within an established timeframe to achieve a specific result based on a shared goal. Hierarchies are predetermined with preset roles. Team members are required to contribute their efforts toward achieving the team’s goal.	A coaching group is defined as a group of people working together to achieve a specific result based on individual goals. Everyone is on equal level, with no hierarchies. Group members elect to participate in the group and because of this freedom of choice, they choose their level of participation.

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Training	Focuses on transferring specific action-oriented skills and knowledge from one person to another.	Focuses on creating an environment where participants can arrive at their goals. Participants choose their own goals, learning paths and agendas.
Therapy	Focuses on clearing up issues from the past. The therapist is considered an expert in identifying disorders and trying to heal them.	Collaboration exists between the coach and individual or group, focusing on the present rather than the past. The coach is an expert in helping clients clarify goals, identify powerful strategies and facilitating the positive achievement of desired goals.
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