

The Coaching Palette

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Executive Coaching
Critical Thinking

Landscape is kaleidoscopic.

Fallout from the covid-19 pandemic is changing how we work in potentially positive and negative ways.

Key common theme among 100 Senior Level Personnel describes...

their need to rapidly Reassure and build influence with employees. However, 29% are happily engaged and 96% feel some burnout.

The Coaching Palette Addresses this Stand-Out Theme in Two Steps

FIRST, Build and evaluate *Prosocial Impact* and *Clout* by writing three –

- Things you Like;
 - Skills;
 - Traits;
 - Achievements;
 - things you are Good at;
- that make you a good leader. (mnemonic STAG-Like)

SECONDLY, at the end of each day, Measure results with 1 or 2 sentences describing how;

- Today I made a difference in employee(s) life by...
- Today I showed [high, medium, low] clout by...

MOTIVATING AND INFLUENCING ONLINE, REMOTE AND DIGITAL EMPLOYEES

Where are My Energies Best Spent?

You are caught in a pandemic and suddenly your entire team and their teams must confine activities to a strictly online, remote, and digital working. One month later, your business has accelerated its capacity to operate more digitally and remotely. However, your work environment is still evolving. There is much to think about and do.

You have been super-alert recently. The way you work has probably changed forever. Employees will return to work in phases. Some will not return. Should you spend your focus preparing employees for unlockdown? Should you focus on the organisational need?

YOUR SURVEY RESPONSES Business, Influence, Energy

A study of over 100 senior level personnel into identifying their main challenge; and how they are dealing it - revealed their need to rapidly reassure and build influence with employees and keep the business running.

96% of senior leaders were experiencing some level of exhaustion and had too little energy left over to build influence with employees. 29% felt galvanized to deal with the situation facing them. Depleted leaders and energized leaders accessed and deployed their energy in different ways – with different results.

The remaining section addresses building influence in lockdown conditions, for preparing employees for unlockdown, and resourcing energy sustainably.

Toy Odiakosa MBPss

PROSOCIAL PERFORMANCE & CLOUT

Two primary indicators of influence with employees are:
– Your Prosocial Impact; and
– Your Clout.

Your PROSOCIAL impact cause your employee to feel that you care about them as an individual person. Or at least they feel heard. For example through small talk or recognizing them for something constructive.

Employees want to see your CLOUT but only when you are setting the work direction for them.

They are looking to see how well you reference your:
– confidence, assurance;
– legitimate power, authority, expertise.

- Should I prepare my team for unlockdown?
- Should I focus on organizational need?

STAG-LIKE REFLECTION SUSTAINABLE ENERGY

What makes you a Great Leader? Prosocial and Clout today

If you want to go the extra mile, you can use STAG-Like (mnemonic) tap sustainable energy (there are no downsides) in two steps. First move the right resources from into recent memory. To do this write three;

- Skills;
 - Traits;
 - Achievements;
 - things you are Good at; and
 - things you Like;
- that make you a good leader.

Secondly, at the end of each day, Measure results with 1 or 2 sentences describing how:-

– Today I made a difference in employee(s) life by...

– Today I showed [high, medium, low] clout by...

