



# The Art of Excellence

Leadership. Teamwork. Success.

March 2009

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We Are Creating Excellence When...



We are moving through barriers  
towards what is possible!

Dear ,

### *Coaching Series - Part 3* *Barriers to coaching*

It is interesting to look at this topic because moving through barriers is one of the benefits to working with a coach. When you get stuck with “limited thinking” or “focussing on limitations”, it takes you away from “creating” and/or moving towards what is possible. You need to look at the reality of the situation no doubt, but you also need to move into “what can I do now?” mode. Being and staying clear about your goals, and focussing on what you can do and what is working, rather than getting stuck in fear and/or limitations are some of the benefits of coaching.

With all of the success coaching creates, and with the growth in coaching both externally and internally, why don't more companies or individuals invest in coaching?

Let's begin by exploring some of the most commonly

## **Coach Training Options**

**Using A Coach Approach Workshop**

**Coach Approach Training (CAT)**

**Internal Corporate Coach (ICC)**

**Certified Corporate Coach (CCC)**

**Train the Trainer**

**For more information call**

**969-8827**

**or**

**866-827-8448**

**Six Month Coaching Series Topics**

**January 2009**

**What is coaching and how did it get started, particularly within companies?**

perceived barriers or obstacles to coaching; awareness, money and time.

Many people are not aware that coaching exists. Some have heard about it, but don't really understand it. Obviously, if it is not understood or experienced, how can its value be recognized? Even if the media, friends, colleagues tell of great successes and/or positive experiences through seeking out a coach, it is more often difficult for them to explain "the experience". When given the opportunity to have a coaching experience, people can usually see the benefits very quickly. There are ways to learn about and even experience coaching without having to make a big commitment. Most coaches will allow you to interview them or have a "first coaching experience" free of charge or at a reduced rate. This will allow you to explore whether or not coaching will suit what you are looking for as well as "see if the coach is the right match for you" (we will discuss further in How to Select a Coach in April's newsletter). The internet is also a great place to gather information, and coaches are always willing to impart their knowledge, promote and explain their resources, and explore possibilities with you....coaches want to be of service - it is who they are. Part of the coach training and/or certification process is to gather coaching hours (observed by seasoned coaches that are training them or simply to gain experience). These apprentice coaches will coach for free or at a reduced rate. Consider asking your company what their awareness is regarding coaching. You may be pleasantly surprised to find out that they will support this as a resource for their employees, particularly for those in leadership roles. You may even find out that coaching services are already available-internally or externally.

If you do choose to hire an external coach (or have coaches trained and certified to deliver within your company) think of it as an "investment" versus a cost. The results generated in creating engagement, and achieving the company's vision and goals, will certainly show up quickly in returns. How many programs are endorsed and running that have no clear

**February 2009**  
Using a Coach Approach

**March 2009:**  
Barriers to Coaching

**April 2009:**  
How to Select A Coach

**May 2009:**  
What is Coach Training and  
what are the Options

**June 2009:**  
What to Expect from an  
External Coach

**July 2009:**  
Creating a Culture of  
Engagement and Innovation

**HAPPY  
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PATRICK'S  
DAY!**



ROI? There is a lot of research available on the internet regarding coaching and ROI.

Time can also be a factor when you consider coaching. Let's be realistic. It takes time to be healthy, to be organized, or to make changes...that is a fact. Time is precious and we never seem to have enough of it these days. However, it is often a matter of perception. If the need to meet goals, to improve or change things is significant and important enough, whether it is for a company or for an individual, there will be time set aside to do so. You may also find coaching so beneficial that you suddenly "find" there is enough time, and that anything you could have been doing during that time would not have brought as much value and/or benefit as the coaching conversation. Most of our clients tell us that having a coach actually SAVES them tons of time and energy in the long run, and it allows them to increase their bottom line and reach goals they couldn't even imagine until they hired a coach!

However, awareness, time and money are not the only barriers. Accountability may be the obstacle and often is disguised as time or money...tricky thing the mind can be! We are sometimes afraid of what needs to change to get what we want. We often know that change needs to occur, but it feels overwhelming. What we don't realize, is that coaching really does give you the support, insight and ability to take the necessary steps towards change, and helps challenge you without having it get "ugly" or too difficult. Thinking about change, improving productivity, taking risks, making tough decisions or committing to self-development often start off as great ideas....and remain great ideas...until we are able to take action and move forward. Thinking about our goals is one thing but sharing them and partnering with a coach to take true accountability, is something to celebrate, we promise you!

Another possible stumbling block to coaching is that coaching is perceived as negative eg: dealing with performance issues. If your boss or HR manager recommended coaching as a strategy for your

development, what would you immediately think?  
“*What am I doing wrong??*”

Albeit it some coaches can be hired to help improve performance related issues; having access to a coach is an opportunity to explore and make choices about how you want to “show up” and perform at work or in your business. It is about looking to the future and making course corrections that get you from where you are to where you want to be. It is about bringing your “best self” forward. If you looked at it this way, would you accept this recommendation? Can you see it as a sign of strength?

No matter your challenge or obstacle, coaching can move you through to "where you want to be". Are you ready? Lets go!

Written by:  
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**Have an EXCELLENCE month!**

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The Art of Excellence

## Upcoming Events !

Register:

online under events at  
[www.taoe.ca](http://www.taoe.ca)

or call

### List of Public Workshops for 2009

Watch for our flyer giving the details

Using A Coach Approach Half day workshop a.m.-April 22, 2009

969-8827

or

email [info.taoe.ca](mailto:info.taoe.ca)

Emotional Intelligence [Half day workshop p.m.-April 22, 2009](#)

Being Your Best Self as a Leader (using DiSC)

[1/2 day workshop - May 13, 2009](#)

Vision and Goals [1/2 day workshop - October 21, 2009](#)

Leader's Code of Excellence [Full day workshop - Nov 18, 2009](#)

[Sudbury Chamber of Commerce workshops:](#)

Boost My Battery

DiSC for Sales

[Participating in Sudbury Chapter Human Resources](#)

[Professional Association \(HRPA\)](#)

HR Conference - [May 7, 2009](#)

[Speaking Engagement:](#)

Health and Safety Conference - [October 10, 2009](#)