

LEADING WITH A COACHING LIKE APPROACH ON CLINICAL OR ADMINISTRATIVE TEAMS

Resources to Support Leadership Coach Like Skill Development

Coach-Like Leadership Articles and Blogs

***Box of Crayons. 5 Ways to be more coaching-like as a leader.**

With active listening, asking open-ended questions, and staying curious, leaders lay the groundwork for creativity and engagement with their teams.

<https://boxofcrayons.com/resources/how-to-be-coach-like-at-work/>



***Mertz T. The coaching habit: Quick reference guide (7 essential coaching questions). Saent Blog 2021;August 19.**

The seven essential coaching questions: What's on your mind? And what else? What's the real challenge here for you? What do you want? How can I help? If you're saying yes to this, what are you saying no to? What was most useful for you?

<https://www.saent.com/blog/the-coaching-habit-michael-bungay-stanier-book-summary>

Merrow NM. Coaching competencies for physicians: Listening at the next level. Journal Canadian Society of Physician Leaders 2019;6(2):61-4.

Physicians are skilled with basic active listening. A core coaching skill is the ability to listen at a deeper level with both intent and purpose to identify coachee beliefs, thought patterns, and assumptions which may impair the ability to make meaningful changes. Deep listening requires awareness, attention, presence, curiosity, authenticity, and reflection.

<https://cjl.ca/mrtwo.html>

Merrow NM. Coaching competencies for physicians: The artful question. Journal Canadian Society of Physician Leaders 2020;6(3):90-4.

When using a coaching approach, a relationship is co-created where questions are asked to support new coachee insights, options, and actions. The coach uses deep listening skills to formulate questions that support motivation to change. Artful questions can uncover what is empowering and getting in the way for a coachee's ability to move forward on important issues.

<https://cjl.ca/chcomp.html>

Coaching Books

***Stanier, MB. (2016). The coaching habit: Say less, ask more & change the way you lead forever. Toronto: Box of Crayons.**

The Coaching Habit is not about turning you into a coach, it's about making you a leader who is more coach like. This requires a simple but difficult new habit: staying curious a little longer and slowing down a rush to advice giving or taking action. A coaching approach should be a daily and informal approach when interacting with staff or team members. One of the most compelling things you can do after asking a question is to genuinely listen to the answer.

Stanier, MB. (2020). The advice trap: Be humble, stay curious & change the way you lead forever. Toronto: Box of Crayons.

Learn how to confront the advice monsters that lurk inside us all and how to resist temptations that can ensnare us as leaders. Ask questions that drive impact and engagement, eliminate the negative and accentuate the positive of others. Common problem situations illustrate how to overcome our tendency to provide advice with everyday coaching tips. Tools to increase engagement and deep appreciation of learners and team members are provided.