

COACHING LEADERSHIP STYLE

The coaching leadership style identifies the strengths and weaknesses of each team member to help them improve. It also focuses on pairing the capabilities of the team members to the goals of the organization. Like an actual coach, this leader ties the strengths of team members to the needs of the organization to create an organic path towards success for everyone.

This leadership style relies on motivating, teaching, and pushing team members to perform well, in order to meet the organization's targets.



PROS OF COACHING LEADERSHIP

Coaching leadership can be motivating, enjoyable and fulfilling for team members.

The expectations are clear, and team members understand their development paths.

Development, learning, and mentoring among team members becomes part of the organization's culture, scaling productivity.



CONS OF COACHING LEADERSHIP

Coaching leadership style requires patience, time and a mutual interest in development.

It only works if team members are interested in learning in this kind of style.

Team members also need to have a certain level of chemistry, as performance is relationship-dependent.



A coaching leadership style allows team members to learn quickly, develop valuable skills, and perform at a higher level in a condensed period of time. It also works with the interests of team members rather than against.

FAMOUS COACHING LEADERS



CK PRAHALAD CEO, PROFESSOR, AUTHOR

CK Prahalad founded a CEO forum in the south of India informally termed the Windsor Club. Here he was able to criticize and instruct CEOs from all over Southern India on how to perform better. Some attribute India's growth in GDP to leaders like Prahalad. He also changed how the world viewed India's economic potential.

SATYA NADELLA CEO, MICROSOFT

When Satya Nadella took over as CEO at Microsoft, the organization was stagnating. Lost at how to innovate and move forward, Satya decided to listen to executives and validate their experiences. Rather than have all the answers, he encouraged staff to learn from mistakes and discover ways to move forward.

