**Coaching – a powerful tool – we need to take this beyond the Boardroom**

“A good head and a good heart are always a formidable combination.” Nelson Mandela

Coaching is one of the most powerful learning and development interventions available when it comes to improving confidence, navigating change, and embracing belonging. I found coaching is beneficial when it is taken outside the boardroom and into the organisation. It is one of the tools at our fingertips which we do not use enough of.

I have had over 20 years of experience at the senior HR management level. I practice a coaching style of management and have seen the difference coaching can make to an individual, a team, and the organisation. On an organisation level, I was responsible for establishing a Medical School in the United Kingdom. Currently, the School is in the top 5 Medical Schools in the UK. I coached senior leaders as well as middle managers to achieve this.

**What is coaching?**

John Whitmore (1996) defined **coaching** as “unlocking a person’s potential to maximise their own performance.” It is helping them to learn rather than teaching them.

For me, coaching is when a coach works with the client (Coachee) to help them find their answers. As a coach, I will facilitate my clients to find the answers they have but are not able to find them without my help. I ask reflective questions to the coachee, so they reflect and develop. If a coach and a coachee work well together it is like a dance where each learns from the other. The process is amazing, you can see the change in the person, or the team right in front of you. I never seem to tire when I am coaching and seeing the light bulbs come into the mind of the people I coach.

I also bring Equity, Diversity, and Inclusivity into my coaching by asking more in-depth soul-searching questions.

Over the years I have helped my clients to achieve the following:

* Exploring ways to improve communication.
* Aligning leadership teams.
* Shifting the corporate culture.
* Inspiring great team performance.
* Articulating desires and visions, both personally and professionally.
* Sorting through difficult decisions.
* Increasing employee engagement throughout the organisation.
* Leading through changes in the organisation and the world.
* Preparing for successes in new roles.
* Identifying development paths.
* Dealing with changes at work and in life.
* Facing fears of conflict and emotional reactions in oneself and others.
* Finding solutions for dealing with difficult people and situations.
* Strengthening relationships at work and home.
* Managing stress and well-being to maximise energy.
* Experiencing greater fulfilment and success.

Coaching can work for all the above and it can work for you as well. Find a good coach to work with you. I work with two great coaches who help me realise my dreams.