

3 Reasons Why Coaching For Leadership Is On the Rise

This **free article** on **leadership coaching** will provide an insight into this important aspect of **Soft Skill Training**.

Organizations have realized that unless a leader is a good coach, the impact that he/she can have on the employees and the organization is very insignificant. The impact of coaching is on these areas:

- ❖ Employee empowerment
- ❖ Effect conflict resolution
- ❖ Succession planning
- ❖ Managing change seamlessly



Leadership coaches typically embrace the top-down philosophy - The effects of developing top level executives into leaders will trickle down to all levels in the organization.

Does coaching help to build **leadership**?

Although this is contrary to the common notion that top level executives have already proved their capabilities, the answer is a resounding 'YES'. It is based on one of the most important leadership principles of 'Striving for Continuous Improvement'.

The reasons for adopting **coaching in leadership** are multi-fold. My extensive experience in the field of **Executive Coaching** has allowed me to witness the increasing growth in the desire and aspiration for self-improvement. Global competitiveness, faster career progression and constant change are the major reasons for this rise. The work-life balance is delicately hanging by the thread and the stress on multi-tasking and team functioning is the current norm.

The three significant advantages of **leadership coaching**:

It helps in succession planning

The growth of an organization is dependant on the talent of its leaders. Succession planning is a way to ensure that this growth is continuous. "Succession Planning involves having senior executives periodically review their top executives and those in the next lower level to determine several backups for each senior position. This is important because it often takes years of grooming to develop effective senior managers."

(Source: Wikipedia)

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Many times, while employees are put through **leadership coaching**, latent abilities of leadership awaken or unnoticed capabilities are brought to the surface. This enables organizations identify the right individuals and to mould and harness their abilities. Organizations find it easier to develop leaders out of individuals who have the initiative and capacity to outperform in roles of responsibility.



It helps in continuous self-development

The business environment in today's global marketplace mandates that a successful leader should be able to handle change, decision-making, time and stress effectively. Untimely decisions and decisions made under stress, at higher levels, can imply financial losses to the organization. Hence, the coaching gives the leaders an opportunity to increase their levels of functioning and be a good role model for their subordinates.

It helps to deliver sustained performance improvement

Coaching has been known to gradually increase and improve the overall effectiveness of an individual. This is especially vital in the present time when organizations are going 'lean' and all leaders are expected to multi-task. Hence, individuals who are otherwise very competent - say technical experts - may need to be coached in other areas that would contribute to their overall development. This would ultimately help the organization that gains from "the best of both worlds".

While coaching can be a very effective development tool, as with any learning intervention, it will be most effective when a genuine need for it is identified. An increasing number of organizations are reaching out to **executive coaching** and **leadership coaches**. The benefits maybe constructively harnessed if the coachee has an open mind and an ardent desire to learn. This can benefit both - the person and the organization - for life.

Author Bio:

Vikas Vinayachandran is a certified Coach and Leadership Facilitator. His ability to establish a deep connection with the participants gives him the unique skill to leave an indelible mark in the lives of his trainees. He has over 15 years of experience conducting training programs for various levels of management in Fortune 500 companies. He has an MBA from the prestigious Lancaster University Management School, UK.

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