

Winning with an Executive Coach

by ANN GOLDEN EGLÉ, MCC

No matter where you are on the organizational chart, you influence someone. Therefore, you are a leader. Part of your job as a leader is to be physically, mentally and emotionally capable of leading. Few leaders today would get a 'gold star' in all three of these categories.

People watch leaders for cues. Don't fool yourself into thinking that you're hiding deficiencies in any of the above areas. You are more transparent than you know. The higher up the ladder you are, the more you are being scrutinized.

Working with an executive coach used to be a perk for up and coming 'star' executives. Times have changed.

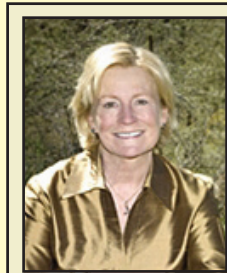
Leaders across the board are now hiring executive coaches to provide support for themselves in these tough times, so that they can support their team through their own tough times. More than ever before, leaders crave mental, physical and emotional health.

When you work with any professional, the more you know before entering into the relationship, the better chance you'll have to make it successful.

Here are some keys to winning with the aid of an executive coach:

Know what you want. What do you intend to enhance? Take a good look at yourself; ask those around you. Is it overall leadership effectiveness, emotional intelligence, communication (oral, written, public, one-on-one,) confidence, time management, balance, boundaries, learning to bring out the best in your people?

Hire smart. There are amazing, proven, highly-trained and talented executive coaches who will take you wherever you want to go. Do your homework. Seek qualified coaches who are certified to practice, have a strong reputation, specific



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experience, track record and superb communication skills.

Be Open. You are not paying a coach to agree with you. This second set of eyes and ears, blended with heart and intuition, brings a new outlook to long-standing dilemmas. Provocative questions allow you to see your situation through a new lens. New modes of thinking and behaving will be recommended. Experiment with these suggestions to see which will lead to your success.

Be honest. The fastest way for your coach to do their job is for you to be honest from the beginning. Your coach is not here to judge you, but to serve you to become who and what you want to be. Where are your passions? What core values are nonnegotiable? Where are your doubts or insecurities? Who or what truly is holding you back? What do you fear? Be honest.

Commit yourself. Clients who receive the greatest results through coaching are fully committed. This doesn't mean that it takes large chunks of time. Most of the work involved in coaching takes place during the sessions. The benefit comes from mentally processing what comes out of the sessions, putting some of the new concepts to the test, and that takes no time at all, just focus.

How strong are you mentally, physically and emotionally today? Even if you're not in the position to hire an executive coach, I urge you to use this article as a wake up call to: know what you want to improve in your life, to be smart, honest, open and committed to your process of seeking greater and greater success!

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