

**HANDOUT****What is Superior Coaching?****Time**

You have **20** minutes for this exercise.

**Objectives**

To clarify the definition of coaching and increase awareness of the definition of superior coaching.

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**Directions**

1. Review this exercise as a group and ensure that your group understands what tasks it must complete.
2. Think of a coach as someone who periodically has conversations with others and is able to help others improve their performance by teaching them new skills, or helping them solve problems, or challenging them to take on more difficult tasks and jobs. Work individually and think about the best coach that you can remember from your work experience. Jot down a few notes about why you remember the person as such a good coach.
3. Work as a group. Appoint a recorder. Discuss what each person has noted from Step 2. Develop a profile of what your group thinks a good or superior coach does.
4. Bring the profile developed in Step 3 to the large group.
5. Based on your discussions in Step 3, review the definition of superior coaching found below. What would you add to the definition based on the profile you developed in Step 3? Bring the results of this task to the general session.

**Superior Coaching**

Superior coaching is a disciplined conversation, using concrete performance information, that takes place between a leader and an individual or a team that results in the continuous improvement of performance.