

HOW COACHES STAY AHEAD OF THE GAME by Rosanne Cole

One of the major hurdles faced by anyone who does a fair bit of Coaching is how to keep their own skill level honed and sharp. As a Coach myself I have often found it, quite frankly, rather lonely and being the sort of person who wants to do my best at all times, have agonised about how effective I have been.

There are several ways in which Coaches can ensure that they are keeping in shape and all our Coaches in Cole-McKee Partnership regularly do these:

- ✓ Keep reading articles and books that cover the subject, preferably from a wide range of perspectives
- ✓ Upgrade qualifications so that the latest techniques and approaches are used
- ✓ Measure the outcomes of coaching assignments to see how effective the coaching has been
- ✓ Set up a Peer Review group so that issues can be shared and discussed

In Cole-McKee Partnership we are fortunate in having a group of Coaches who come from different disciplines and bring different skills and approaches to working with individuals. One of our Coaches is an experienced Sports Coach who has worked with some top ranking sporting professionals, and is also a Master Practitioner in NLP. Another is a qualified Gestalt professional while a third is a qualified Psychotherapist. All of these different areas of expertise give us as a coaching group great strength and we have met as a peer review group on several occasions. We discuss cases we have worked on (no names and personal details are disclosed) and get advice on different ways of helping the individual or on techniques we might have used. We use the Support and Challenge model to confront ourselves and each other and by using live cases can gather information about a situation which we can then apply if we need to. Many times we find that the approach we have taken is absolutely the right one but at least we have the input from a group of highly skilled and objective judges. It helps to keep us on our toes!

So, if you are working with a Coach or are Coaching others yourself, it is worth asking how are they or you staying ahead of the game?

"One learns in order to do better what one already knows how to do well." Zen