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beneficial coaching conversations that will improve overall team performance! 1. Ask guiding questions. Open-ended, guiding questions lead to more detailed and thoughtful answers, which lead to more productive coaching conversations.

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## 7 Tips for Coaching Employees to Improve Performance

Use these six steps to provide effective supportive coaching to your reporting employees. Show confidence in the employee's ability and willingness to solve

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the problem. Ask him or her for help in solving the problem or improving their performance. Ask the employee to join in with you with the goal of increasing the employees' effectiveness as a contributor to your organization.

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[Further techniques for coaching and mentoring \(eBook, 2009 ...](#)

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An interesting alternative to GROW is the OSCAR Coaching Model, a further way to ensure you have solution based coaching. The OSCAR Coaching Model was developed by Andrew Gilbert & Karen Whittleworth in 2002. The model builds on the

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GROW model and is particularly useful for managers seeking to adopt a coaching style.

[Coaching Skills | Ultimate Guide |  
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Coaching and mentoring your employees requires a continuous

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effort to make it a part of your management practices. Use the tips in the following list to help incorporate coaching and mentoring techniques into your management practices: Delegate: Articulate the results you want to see, set parameters, determine

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what support the employee needs, and set times [...]

## Tips for Successful Employee Coaching and Mentoring - dummies

A good coaching relationship:  
Build rapport and demonstrate

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empathy. Another very important coaching skill is to show your client that you truly understand her. By actively listening and observing empathy develops naturally. It's about connecting with your client without judging and being self-focused.

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