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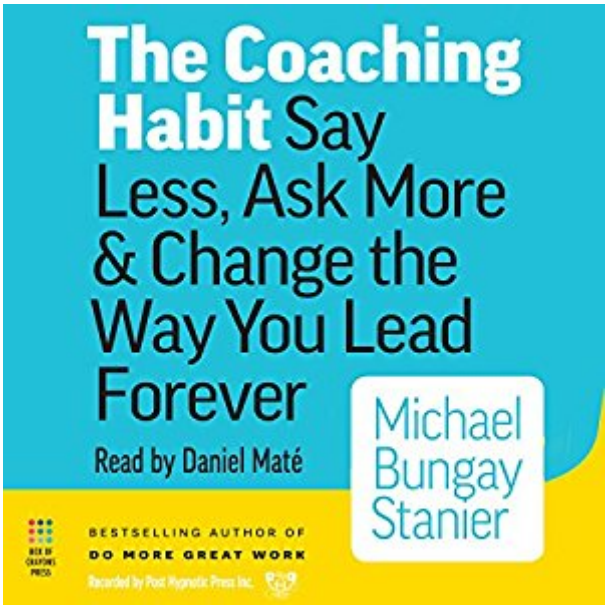
The Coaching Habit: Say Less, Ask More & Change The Way You Lead Forever



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Synopsis

Coaching is an essential skill for leaders. But for most busy, overworked managers, coaching employees is done badly, or not at all. They’re just too busy, and it’s too hard to change. But what if managers could coach their people in 10 minutes or less? In Michael Bungay Stanier’s The Coaching Habit, coaching becomes a regular, informal part of your day so managers and their teams can work less hard and have more impact. Drawing on years of experience training more than 10,000 busy managers from around the globe in practical, everyday coaching skills, Bungay Stanier reveals how to unlock your peoples’ potential. He unpacks seven essential coaching questions to demonstrate how - by saying less and asking more - you can develop coaching methods that produce great results. Get straight to the point in any conversation with The Kickstart Question Stay on track during any interaction with The Awe Question Save hours of time for yourself with The Lazy Question, and hours of time for others with The Strategic Question Get to the heart of any interpersonal or external challenge with The Focus Question and The Foundation Question

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Customer Reviews

Oh, my.MEMO TO EVERY PERSON Iâ ™VE PRETENDED TO COACH OR MENTOR: Iâ ™m so, so sorry! Honest!Hereâ ™s why. This month I was a learner in a seminar with CEOs and board chairs. The highly energetic, wise and witty facilitator was Michael Bungay Stanier, the author of the hot-off-the-press book, â œThe Coaching Habit.â •At a coffee break, halfway through the

three-hour, how-to-coach practicum, I told Stanier thatâ ”alreadyâ ”the seminar was on my Top-10 list of best workshops ever attended (and Iâ ™ve attended my fair share). Hereâ ™s why I gave it a 10:Three memorable points on coaching:--BE LAZY: Stop working so hard.--BE CURIOUS: Stop giving so much advice.--BE OFTEN: Stop waiting to coach.And howâ ™s this for role reversal? Iâ ™m usually reading snippets from books to my wife. She picked this up first and is still readingâ ”and reminding meâ ”on what effective coaching looks like, especially the â œstop giving so much adviceâ • poke-in-the-ribs. Ouch.Stanier notes that â œHarland Howard said every great country song has three chords and the truth. This book gives you seven questions and the tools to make them an everyday way to work less hard and have more impact.â • The seven essential questions:--The Kickstart Question--The AWE Question--The Focus Question--The Foundation Question--The Lazy Question--The Strategic Question--The Learning QuestionStanier says the best coaching question in the world is the AWE question: â œAnd What Else?â •In a four-minute drill with another board chair, I was instructed to ask four questions displayed on the seminar room screen.

I have to say Iâ ™m a fan of Michaelâ ™s previous work, so when I heard he had a new book I was eager to see what was on offer. Iâ ™m a coach, who is always looking for additional information that will help me to help my clients and there are too many books that are simply a rehash of old stuff.What struck me with Michaelâ ™s work was it was obviously tried and tested and developed with clients. The maps, tools and models he uses offered a range of options to work with for yourself or clients. They were fundamental and yet easy to use and engage with; both elements being crucial for their use in real business coaching or training environments. Michael’s approach mirrors Einstein’s maxim of "make things as simple as possible, but no simpler" and this book is no exception.I teach coaching in businesses to managers, many of whom have been of coaching courses where they have been taught coaching models, such as GROW. The sometimes overwhelming focus on some form of model to provide the â ˆanswerâ ™ is a constant failing in many of the situations I work in. The managers more often than not, lack the ability and framework to ask good consistent questions. They are told to use ’open questions’ but have little idea how to structure good open questions to guide a coaching session.The Coaching Habit provides just that - seven core questions that get to the heart of what the coachee wants to explore. There is no preamble, no padding or over-complicated assessments; these questions offer the opportunity to get straight to the heart of the issue. New coaches and managers often fear this direct approach as it offers control to the coachee and allows them to explore what is of interest to them.

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