

BEST PRACTICES

Best:

- is a contextual term. It means "best for you" - in the context of your business, your organization, your culture, your use of technology, and your competitive strategies. The purpose of Best Practice is to stimulate you with new ideas and insights in a positive way.

Association for Talent Development

Do "Inside Out Coaching"

- Not telling but Asking
- Focus on growing people as human capital
- Getting ideas from them
- Multi-Rater feedback can provide good feedback - something must be done with the data though, positively and forward-looking
- Coaching top management is difficult from the inside; you might want to get an outside person to assist.

Levels of coaching

- Normally done tops down
- Talking to coaching to confrontation
- Peer to peer - generate workplace support
- Bottoms-up feedback can be influencing but difficult to do
 - needs rapport
 - positive supportive environment
 - culture of organization is important

Two-on-One Coaching

- Personality styles linked
- Future oriented

Best Practice:

Best practice coaching is based on a foundation of extensive real-world experience conducted by the industry leaders. The focus is on the process that converts organizational coaching objectives into the best available results. This experience or knowledge is best sourced from an independent educator/knowledge provider who advises/trains extensively at this top level. Text books and industry reports can provide theoretical and statistical information, however an organization needs to be shown first-hand how to; select, apply and master the appropriate best practices applicable to their specific workplace environment.

By sourcing a wealth of world best standard practices and information as developed and successfully used by some of the world's leading practitioners of coaching (from several Fortune 100 coaching departments to the top independent international coaching groups) who work with Dr Skiffington -you can ensure you are on the proven path to success.

Best Practice Coaching is comprised of protocols, principles, standards, guidelines, and procedures that contribute to the highest, most resource-effective performance of the discipline. Best Practices are based upon a broad range of experience, knowledge, and extensive work with the industry leaders.

Best practices have been shown through research and evaluation to be most effective. **When an organization already has a coaching program, the guiding best practices can be used to gauge the program's effectiveness.** They can also be used to best design a new program/strategy.

There may be no single best practice for any given coaching process. A process design that works well for experienced, well-trained coaches may be inappropriate for less experienced users. Coaching processes may assume a prerequisite technology architecture infrastructure or costs that may not be feasible under a different set of circumstances. Globalism, regional cultural differences etc may also make it unsafe to assume any best practice can be successfully

implemented. Therefore, a series of best practices may be defined for each set of circumstances. The management of best practices is an ongoing "Knowledge Management" challenge.

Best Practice Cycle:

1. Client Review and following Request to a Specialist Knowledge Provider with relevant Industry experience and a track record of developing and tabulating best practices around the globe.
2. Education of Client on Coaching Best Practices.
3. Locate and Identify relevant Best Practices
4. Select area/s of improvement
5. Select measures to assess performance levels.
6. Benchmark performance gaps.
7. Select relevant strategy, tool/s, technique/s, processes etc that will reduce gap.
8. Learn about implementation steps.
9. Implement a best strategy approach.
10. Review and Calibrate strategy/approach.

Promising Practices:

- are programs and strategies that have some quantitative data showing positive outcomes over a period of time, but do not have enough research or replication to support generalizable outcomes.

Best Practices Assessment:

To assess in this case is to determine the applicability, importance, size, or value of something. Before you select a best practice or apply the guiding principles, you must conduct an assessment (risk assessment) to identify the risk and protective factors that need to be addressed in your organization.

Therefore, a Best Practices Assessment involves first judging the environment of the coaching program's processes under study to select the appropriate Best Practices Principles and then secondly; determining how your program is doing relative to those Best Practice benchmarks/guidelines.

- Notes

Coaching

Coaching has emerged from a synthesis of many fields including training, adult learning, consulting, change management, the human potential movement, psychology and systems science. Each of these fields has their own models and approaches to coaching. The various schools of thought agree on little, except that "coaching works," and that more of it should be done. There is no widely accepted theoretical framework that explains why we need it, how it actually works and how to do it better.

There is not a specific definition to the term coaching but different authors of management have defined it in their own way, the common among all these definitions is the improvement of the skills and abilities of individuals and groups in organization. The more simple definition of coaching could be "A process of guided individual discovery which results in:

Increased personal awareness and understanding

Specific action planning

Experiential learning and skill building

Goal setting, and accountability for goal achievement

Supported risk taking and experimentation

Coaching a "Process" and "Program"

Coaching in any business organization can be a process and a program, how and in which case it would be a process and in which case it will be a program is shown as below.

Coaching as a process:

An approach to interacting with others focused more on asking than telling

Can be utilized by anyone

Is being strongly encouraged as a leadership style at Abbott

Curriculum courses teach the skills for using a coach approach to working with

Coaching as a program:

A specific tool for development and achievement/excellence

Often confused/contrasted with mentoring

Read more: <http://www.ukessays.com/essays/management/the-theories-and-concepts-of-coaching-and-mentoring-management-essay.php#ixzz3mWAeztLM>