

POSSIBLE NEED AND CONTRIBUTION: CORPORATE COACHING SCENARIOS

Possible Need/Problem Area

An employee with innovative ideas is hesitant/fearful of speaking out in a group; experienced employee is aggressive/offensive in group interactions

My Skill/Ability/Contribution

Coach employee in the art/practice of assertiveness - to speak her own truth without offending/mistreating others

A new/unique position opens; key stakeholders have differing ideas of the job's responsibilities and skills/abilities required

Meet with key stakeholders; define critical roles/responsibilities/ideal skillset "match" desired; assist in reaching realistic outcome

A valuable employee is not a good "fit" for the current position; or a long-term employee experiencing burnout is "contaminating" the work atmosphere

Identify employee's strengths/abilities; determine if job description adjustments can be made to capitalize on them or if exploring other job opportunities is indicated

A manager's professed intent is not congruent with his behavior toward employees and/or the results of his efforts

Build manager's self awareness/intuitive skills; mentor/role play with situational examples; develop a plan for his self management

Dysfunctional relationships on a team are interfering with the progress or direction of an innovative project or program

Provide interventions with individuals and group, engaging members in identifying and resolving relationship/team issues

Despite encouragement and direction to gain life balance, a manager continues to maintain an unhealthy, work-addictive lifestyle

Coach/mentor manager to rediscover/develop a passion for, and realize the value of having, a balanced, fulfilling life

Job jeopardy issue: all internal measures have been taken, and employee has been granted final opportunity for behavior modification, with the understanding that the next step will be termination

Mediate, beginning with manager/employee clarifying issues/problems and expected modifications; caucus individually if needed to determine areas of agreement; reconvene parties for resolution and design of behavior enhancement plan/timeline