



## What is Coachmanship™ (Leader Coaches)?

A holistic approach to how one leads which allows for positive change, facilitates creativity all while managing and leading a group of people.

## Coaching + Managing + Leadership = CoachManShip

Takes on the challenge of creating an invigorating and inspiring culture.

SILO	SILO	SILO	INTEGRATION
<b>Managing</b>	<b>Leading</b>	<b>Coaching</b>	<b>Coachmanship™</b>
Plan	Create	Discover	Discover what's possible, create strategy & plan actions
Organize	Inspire	Clarify	Clarify need, inspire change & organize execution
Coordinate	Motivate	Align	Build alignment, motivate team & coordinate next steps
Administer	Innovate	Set foundation	Set foundation in an innovative way to administer action.
Maintains	Develop	Encourage	Encourage the vision, develop the goals & maintain the plan.
Focus on Systems & Structures	Focus on people	Focus on what's not being said	Actively listen to understand the people, process & tools
Relies on control	Inspires Trust	Co-create	Partner w/team, build/maintain trust, hold people accountable.
Short-term view	Long-term view	Strategic-view	Be transformative & focused on both short & long term view
Ask how, and when	Ask what and why	Ask what needs to be asked	Ask powerful questions to assess the who what when why and how
Eye stays on the bottom-line	Eye stay on the horizon	Eye stays on purpose	Never lose sight of the purpose, prioritize the big picture & understand how it impacts the bottom line.
Accepts status quo	Challenges status quo	Challenges for action	Know when to challenge, pivot & reflect
Do things right	Do the right thing	Do what's right for the person	Do what's needed with integrity & do the job in excellence.

## Big Picture

“To be a place where people want to work with manager aligned to the vision, mission and purpose.”



\*In this context conflict means that team members trust the leader and the environment. They feel they are able to challenge, voice concerns, offer countering opinions and data. Conflict is necessary to hone engagement and commitment to the vision. Conflict leads to alignment.

Functioning teams have similar attributes as illustrated in the blue pyramid above.

A foundation of trust with each other, with supervisors, with upper management creates an environment where positive conflict (a safe environment to challenge, brainstorm, respect diverse opinions) sets the stage for personal commitment to goals and a willingness to hold self and each other accountable. All of these factors work together to create RESULTS!

Coachmanship™ skills help align individuals into a functioning team.

The work of a leader begins with setting the vision, then building alignment within the team through facilitating

“When you have a lack of cohesion look to the leader.  
What are they doing? What aren't they doing?”

SOURCE: Kneisha Sanders, AAC, M.S. Resolution Coaching LLC.