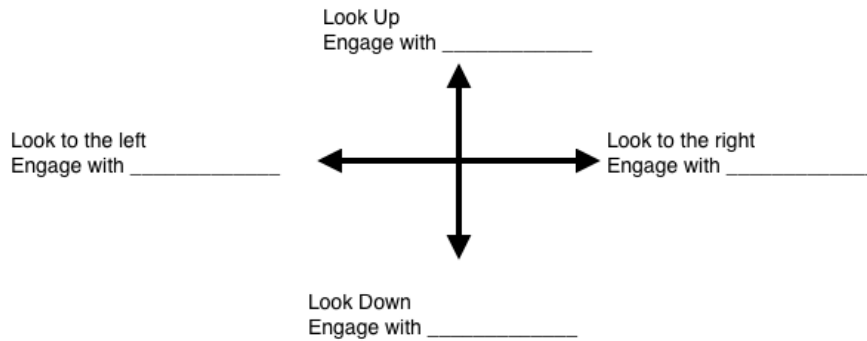


## Developing Leaders Through Coaching

### 4D Model of Leadership Development



### What is Coaching

“Coaching is an vibrant relationship engaged to help the client change to discover and achieve a new goal, skill, or character trait. The coach comes alongside the client to engage in active listening and powerful open ended question asking to help the client achieve their goals.”

### 5Rs of Coaching

1. Relate – Establish trust between the leader and the apprentice.
2. Reflect – Help the apprentice determine where they are, and where they want to go.
3. Refocus – Help the apprentice determine an appropriate pathway to achieve results.
4. Resource – Help the apprentice discover or offer resources for the journey.
5. Review – Go over action plan with the client to help ensure commitment.