



Pathways

March 21, 2007

This is the second in a four part series about the leader as coach.

While the leader as coach empowers others to come up with their own solutions, this does not mean that accountability is absent from the coaching relationship. The metaphor of sailing is useful here. Rather than serving as rudder of the ship, the leader as coach acts as compass and creates accountability by helping people stay focused on long term goals and increasing awareness for how their actions or attitudes serve and don't serve them in moving forward.

This accountability is not about blame or criticism, which often has the impact of making others over compensate or become defensive. Instead the coach takes a curious and open stance to guide people in learning from both successes and failures. This creates safety and room for improvisation so each person can bring her own unique talents and style to her work.

[Go here for book recommendations about coaching.](#)

"Accountability breeds response-ability."
- Stephen R. Covey

Regards,

Nina McGuffin, PCC

email: nina@ninamcguffin.com

phone: 608-256-7730

web: <http://www.ninamcguffin.com>