



Pathways

May 15, 2007

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

The stance or approach the leader takes when coaching is as important as the skills he uses. Stances that help create a more successful coaching relationship include:

- Being curious
- Seeing the big picture
- Viewing others as capable and accountable

Another important stance for the leader as coach to take is being open to failure. Leaders can often place so much emphasis on effectiveness that they inadvertently send the message that it's not OK to fail. What's so great about failure? People often learn more from their failures than from their successes - especially when they are given permission to explore why they failed.

[For more about learning from failure, visit my blog.](#)

If you can be open and curious about failure - both your own and your teams', you will be more likely to integrate that learning into your organization. This empowers others to take hold of the handle rather than the blade of failure.

Sincere regards,

Nina McGuffin, CPCC, PCC

email: nina@ninamcguffin.com

phone: 608-256-7730

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