



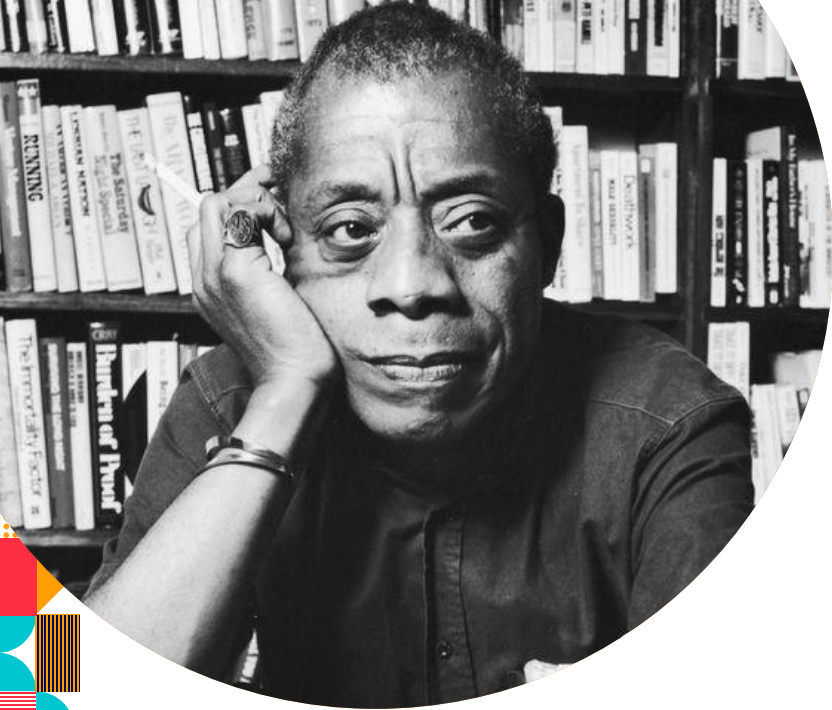
# Coaching Champions

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# What is coaching?

- A structured, yet flexible process by which '**coachees**' are empowered to make positive changes in their internal motivation, knowledge, skills, and ability.
- Put simply, coaching is a process that aims to **improve performance and focuses on the 'here and now'** rather than on the distant past or future.





# What does coaching mean in real life?

- Are coachees clueless?
- Are coaches all-knowing?
- Who learns from whom?



# What impact does coaching make?

- Coaching focuses on helping others **expand their view**:
- The **mindset shifts** from seeing only problems that need to be 'solved,' to recognizing that opportunity is often disguised as obstacles.
- It also helps to understand the essence of **homegrown and cost-effectives measures**.



# Coaching

- **There is a huge difference between teaching someone and helping them to learn.** In coaching, fundamentally, the coach is helping the individual to improve their own performance: in other words, **helping them to learn.**
- Good coaches believe that **the individual always has the answer to their own problems** but understands that they may need help to find the answer.

# Coaching methodology

- Coaching is either **proactive or on-demand**.
- The coaching process is designed to be **flexible**, and looks at factors in the local context
- While there are many different models of coaching, **here we are not considering the 'coach as expert' but, instead, the coach as a facilitator of learning.**

# The Coach

- The coach is **not a subject expert**, but rather is focused on helping the individual to unlock their own potential.
  - The focus is very much **on the individual** and what is inside their head.
- A coach is not necessarily a designated individual: **anyone can take a coaching approach with others**, whether peers, subordinates or superiors.

The key skill of coaching is  
**asking the right questions**  
to help the individual work through  
their own issues.

# Coaching Needs

- What are your coaching needs **in line with your project learning questions.**
- Look through the coaching needs every organization highlighted, **which of the topics can you coach?**
- **Prioritize 3 coaching topics** you need the most

*Thank  
You*