



*A Division of Keystone Partners*

## **Establishing your Coaching Needs**

### ***Key Discussion Points for HR to Raise with Managers of Coaching Candidates***

- 1) How would you describe the leader's management style?
- 2) What are the leader's biggest strengths in leadership? What are 1- 2 things you'd like the leader to continue doing?
- 3) What are the leader's development needs in leadership? What are 1- 2 things that you'd like the leader to start doing more of? What are 1- 2 things you'd like the leader to stop doing?
- 4) Given the organizational changes/growth/needs, what do you think the leader most needs to learn to be more effective in his/her current role?
- 5) How do you think others in the organization view the leader's capabilities and style?
- 6) Does the leader have good self awareness regarding his/her strengths and potential development areas? If the leader has a blind spot, what would it be?
- 7) Do you believe the leader is open to, and will be invested in, working with a coach? Have you spoken to the leader about the potential of working with a coach?
- 8) What will be the leader's biggest challenges in working with a coach?
- 9) What type of coach will be able to be most successful with this leader?
- 10) What do you see as your role in supporting the leader in his/her coaching engagement?