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LEAD LIKE A COACH: How to Develop and Lead a Rock Star Team

The Coaching Conversation - Sample Smart Questions

1. KNOW Them: Comprehend Their World ▪ *Why did you come to work here?* ▪ *Where do you want to be in three years?* ▪ *What are your greatest challenges?* ▪ *What are your strengths?* ▪ *What are you passionate about?* ▪ *What typically holds you back from going after what you want?*	**4. INSPIRE Them:** Connect to Real Reason ▪ *Why is this important to you?* ▪ *How will you feel when you achieve this?* ▪ *What will it do for you? For your family?* ▪ *What is the cost if you don't achieve it?*
2. ENGAGE Them: Celebrate & Accountability ▪ *What's been great since we spoke last?* ▪ *Congratulations, anything else?* ▪ *How did you do on the actions you committed to?*	**5. GROW Them:** Close the Gap ▪ *What do you believe about this?* ▪ *What decision could you make right now that would move you closer to your goals?* ▪ *What strategies have been successful for you in the past?* ▪ *What are your options (at least 3)?* ▪ *What is really stopping you?*
3. FOCUS Them: Clarity of Outcome ▪ *What is your outcome for today's meeting?* ▪ *What do you want specifically?* ▪ *How can I best support you to move towards your goal?*	**6. MOVE Them:** Commitment to Actions ▪ *What are your next steps?* ▪ *Who else can help you?* ▪ *How will it feel when you achieve this?*



Dean Savoca, M.Ed., BCC, CSP™ is *the* performance development partner for leaders who want highly-effective teams that are focused, aligned and inspired. Simply put, Dean helps leaders coach their people. A 25-year veteran of the meetings and events industry, Dean combines an early career in hospitality sales and operations with a Master's Degree in Organizational Performance and Change, and has spent the last 15 years speaking, training and coaching on leadership and development. He helps people identify the core issues they face daily that impact performance development, people management and team alignment – and rallies them to action, *often right there in the room*. ***The result is a better bottom line –*** boosted by improved performance, higher productivity, and more cohesive teamwork. Dean is a board-certified coach and has conducted more than 10,000 executive coaching sessions. He is also a Certified Speaking Professional™, conferred by the National Speakers Association, and actively involved in several industry associations.

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