

## Coaching Top Talent for Successful Growth

An organization's top talent holds the greatest promise to facilitate accelerated growth for that company. This group of employees consists of promising individuals who have career experience that stands out in their abilities, talents, and commitment.

Among them are the managers who have the advantage of broad experience and are being groomed for senior leadership roles. Corporate coaching can be valuable in helping these individuals unleash their potential and take their abilities to new levels.

Contrary to popular belief, corporate coaches are not just glorified business consultants. Though sometimes mistaken as psychotherapists, the corporate coach does not perform therapy. Instead, he or she specializes in helping organizations improve their top talent's managerial performances in a manner that is customized to suit that individual's specific skill set.

They are called coaches because they coach an organization's top talent similarly as a sports coach would help a star athlete. They help them stay on track and to maximize their full potential. Coaches dip into a corporate talent pool and emerge having taught these individuals to dramatically sharpen their natural talents and abilities.

It is the coach's job to help top talent create new foundations for their work by encouraging them to unleash their potential and discover their best critical skills. They spend time insuring that the employee fully understands where his or her real talent lies and they help them develop additional skills that further increase the potential for organizational growth.

The coaching process focuses on the employee's personal strengths and weaknesses and draws a clear-cut picture of those traits so that the employee knows exactly what needs to be done to meet his or her goals and the company's objectives. Coaches guide employees toward being better managers and assist them in developing collaborative skills that will propel their company's growth forward at a steady pace.

Coaches encourage their trainees to find their own voices as managers and to optimize every task as a matter of course. They cause employees to be able to harness the impetus to make successful transitions from one area to the next. A corporate coach can teach a managerial hopeful how to be a confident leader with strongly defined strategies to replace ineffective job behaviors with highly effective behaviors. They teach strategic planning and teamwork, they increase the self-confidence of the employee, and help them develop effective communication skills.

In the end, the corporate coach becomes the driver for defining an organization's core business culture, and through its top talent, makes it grow.

If you have any questions, comments, or suggestions about this article, and / or about how we can help you with your current talent development, training, or hiring needs, contact us today!

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