

Coaching & Mentoring

Making a Difference...

One Person at a Time

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What We Will Quickly Cover

- Exercise – Leadership Qualities
- People Are Our Most Valuable Asset
- Servant Leadership
- Coaching & Mentoring is a By-Product of Great Leadership
- Start with a Wellness Leadership Philosophy (Inside – Out Approach)
- Practicing Wellness
- Ten (10) Guiding Leadership Principles
- Baby Steps
- Coaching & Mentoring Ideas
- Coaching Websites
- Surround Yourself Around Great People
- Starfish Story

Exercise – Leadership Qualities

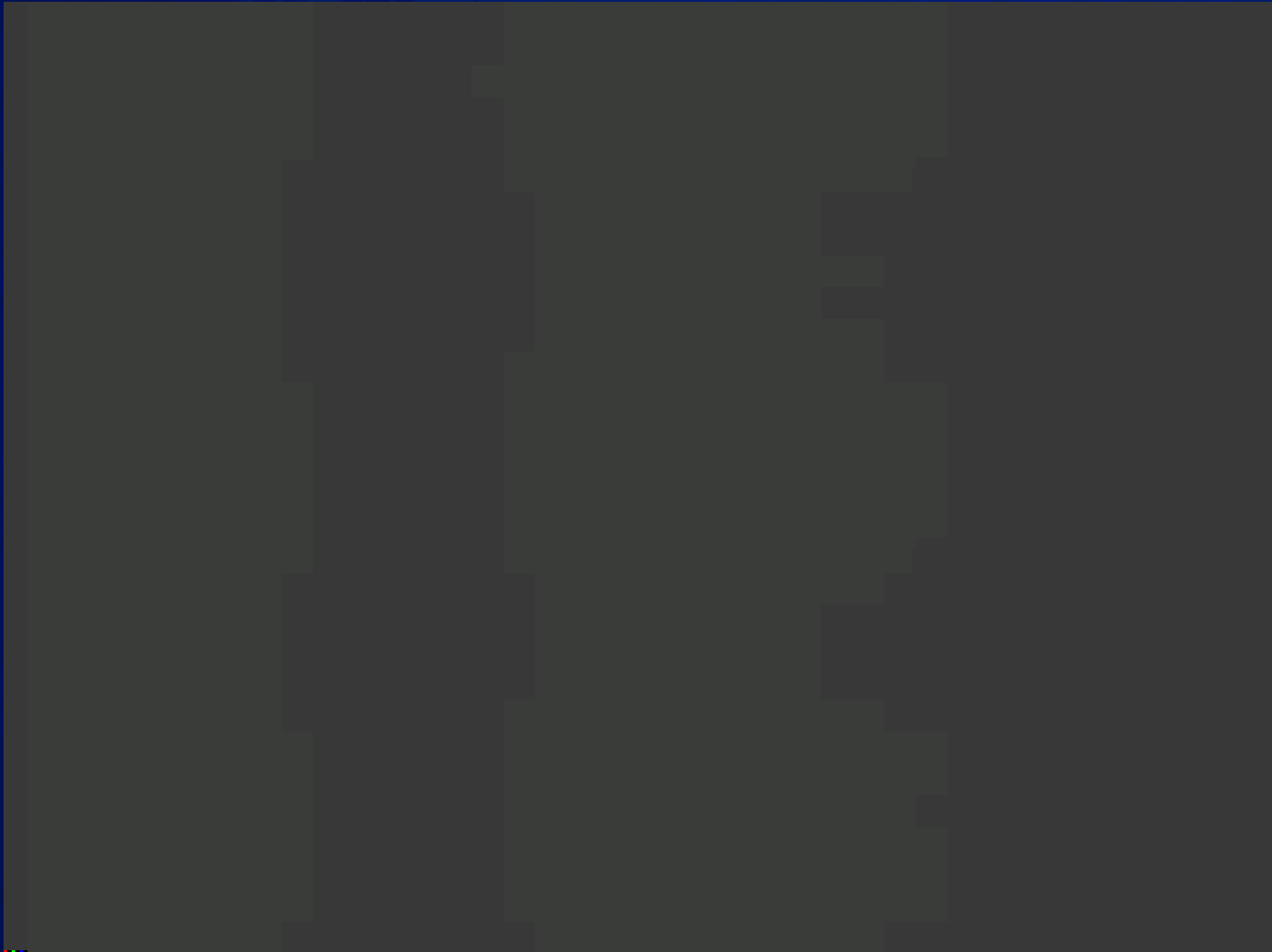
Think About Someone You Worked For
That You Really Admired – That You
Would Consider a Great Leader

- No Names... What were Some of the things he or she did?
- Write down those actions or qualities that meant the most to you!
- Share this with you the person beside you.

People Are Our Most Valuable Asset

- It is all about “our people”
- You must truly believe that YOUR people are the most valuable asset – must show this in both word and deed
- Walking the talk – people can see past the smoke and mirrors
- We are talking about genuine interest – really caring
- No quick fix – No short cuts

Modern Coaching



A Great Coach Must Practice Servant Leadership

- Inverted pyramid
- From mindset to daily practice
- Detachment “enabler”
- Team leader concept
- Moving from “command and control” or dictatorship
- Shared leadership philosophy
- Building trust...and it takes time

Servant Leaders Ask For Help and Directions!



Coaching & Mentoring is a By-Product of Great Leadership

- It is a By-Product
- Coaching & Mentoring is NOT a program
- It is NOT an plan or curriculum
- Not something you cannot “fake” or “empower someone else to do”
- This is something that occurs within a leadership philosophy that is “grounded” in the spirit of the “abundance mentality”
- You manage things – You LEAD people

Coaching is Like Herding Cats



Coaching Is...

- A comprehensive **communication** process to help people enhance their effectiveness
- A way to create mutually supportive partnerships and a way to deliver performance feedback timely and respectfully
- A way to guide, challenge and support people in achieving their performance objectives
- A way to deal with **change** and **resistance**

Start with a Wellness Leadership Philosophy

An Inside-Out Approach

**Work on the Inside First – Develop Your
People – Coach and Mentor Them!**

At the Same Time Practice the Wellness Philosophy

- Wellness Philosophy De-Mystified – It is Not a Program
- Walking the Talk – Execution
- Servant Leadership – First of Equals
- Job #1 Where Do You NOT Find Time?
- The Key – Is Exercising this Philosophy in the Moment of Choice
- Make Them Feel Worthy... “Culture of Trust” Will Slowly Begin to Develop

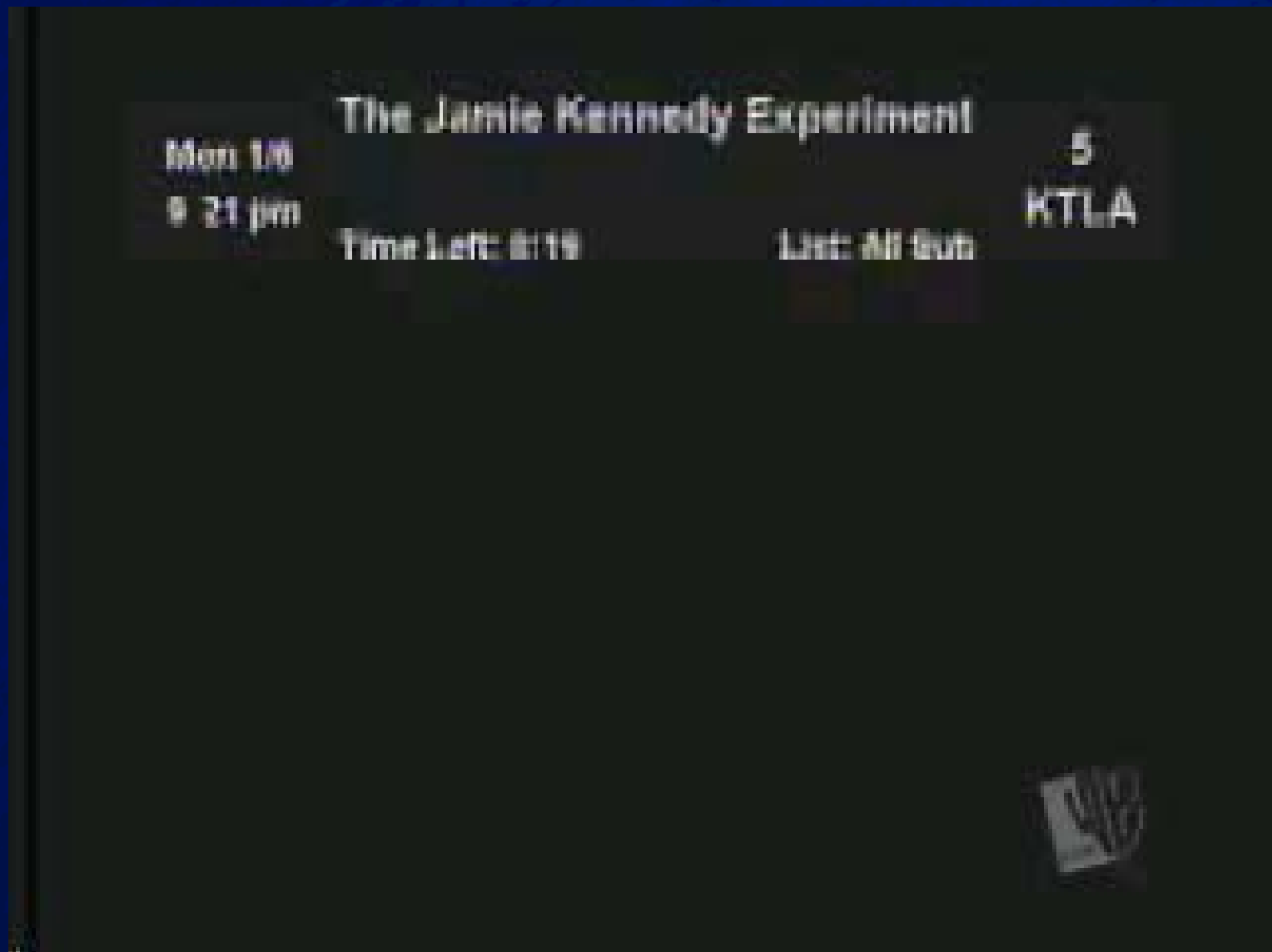
Ten Guiding Leadership Principles For Coaching

- Expectations
- Proper Tools
- Passion
- Recognition
- Wellness
- Training and Development
- Your Opinions Matter
- You Matter
- Make a Difference
- Have Fun

Baby Steps

- Move slowly
- They will be suspicious at first
- Coaching is draining – time consuming
- Takes time to earn trust
- You have to make this “job one”
- Don't try to do this all by yourself – Utilize the experts out there

Make Coaching Fun!



Coaching and Mentoring Ideas For RCMP Leaders

- Refer to handout
- Most important...these are just some ideas.
- You may already be doing this and more!

Coaching Websites

- www.WardClapham.com
- www.FastCompany.com
- Amazing Coaching Story
www.fastcompany.com/magazine/75/soul.html

Surround Yourself Around Great People

- Don't try to be the one and only expert
- Surround yourself with the resident experts
- Sometimes a great coach just facilitates the learning and developmental process
- Surround yourself around great people and then...let them go! Leadership is all about "letting go"

The Dangers Of Being Stuck On a Treadmill





Starfish Story

Find Your Own Starfish

This is the essence of coaching & mentoring...

Making a difference – one person at a time

And that is your challenge...find your own starfish - then throw your stars wisely and well!

Success Is All About Your ATTITUDE!



“Making a Difference – One Person at a Time”

Thank You!

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