



An Expanded View of Coaching

The coaching mindset is the engine of flourishing individuals, teams and organizations.

Coaching is an approach. Coaching expands beyond a profession. It is a mindset and approach to interacting with others.

Coaching is skill-based. There are practical skills and attitudinal sets that can be learned and practiced at any level of your organization, with attention to the dynamics of positional and reporting relationships.

Learning organizations embrace a coaching culture. Improved learning capacity and knowledge sharing requires co-operation between individuals and groups, free and reliable communication, and a culture of trust (Argyris, 1999, *On Organizational Learning*, 2nd Edition). A coaching approach to workplace engagement builds these capacities.

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