



Executive Commute with Jayson Krause

Season 2 Episode 23 Resource

How to Coach High-Performance Leaders

Bottom line:

A great leader is someone who helps people to build better, fish better, farm better, and then leaves having them think they did it themselves.

Key takeaways:

- If you find that the coach is doing more than the performer, there is something wrong.
- How to coach high-performance leaders:
 - Let your team do the heavy lifting.
 - Don't be a bad spotter.
 - Bad spotter: Sees you struggling and steals the lift away from you.
 - Great spotter: Sees you struggle, champions you, cheers you on and resists the temptation to steal the lift away.
 - Exercise curiosity. Instead of solving your employees' problems for them, be curious and ask them lots of questions to help them figure it out.
 - Ask open-ended questions.
 - Have you tried this solution? VS. What have you tried already?
 - Did you talk to this person? VS. Who have you spoken to get this information?
 - Hold them accountable for things. Ask them these questions:
 - What will you do?
 - How will you do it?
 - When will you do it?

Questions for reflection or team discussion:

- What are the characteristics of a bad and a good spotter?
- What would being a good spotter look like for you?

After you've explored this, let us know how it went. Send questions to hello@level52.ca.
