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independent employees; people
who want to – and are able to –
assume responsibility for their
work. These are people who
associate with the goals of the
organisation and the department,
people who are competent and
have the willingness to develop
themselves further in order to
perform better.

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Coaching techniques like deep listening, curiosity, championing, challenging and of course asking powerful questions are your buddy when using these 3 tools.

At Schouten, we have been working with teams for over 36 years.

A systems coaching approach to performance

By developing and applying your

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own coaching style, you learn how to get the best out of each individual on your team. You also learn to improve teamwork in general. You'll see how expanding the sense of ownership and self-management within your team is a powerful asset for helping your team deliver its best results.

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What is the Coaching Leadership Style? The Coaching Leadership Style is a relatively new and guiding leadership style. Instead of making all decisions and delegating tasks yourself, as is the case in the autocratic leadership style, the coaching leader takes the lead to get the best out of his employees or team. A coaching leader must not be confused with a coach, but does have coaching skills.

Coaching Leadership Style, a
valuable leadership style ...
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Having leaders at all levels of the
organization is a pivotal part of
realizing that goal. Business is
changing too fast, and is too
complex to rely on only one
leader who makes all the
important decisions. This is
exactly where coaching style
leadership enters the picture.
Coaching style leadership is one
of several emotional leadership
styles.

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broad range of skills. Besides
more traditional management
and leadership skills, coaching
skills enable you to focus on
talents and help others excel in
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