

# Leadership and Coaching

vision

A leader himself cannot reach the goals he commits himself to, he depends totally on his employees. It is in his interest that the employees are guided towards reaching these goals and developing their talents and competences so they also contribute in the future

## Performance Coaching

Enhances the performance of the employee. Directed towards performance improvement in a specific task during the coming week, and month  
Enhance the general maturity in handling tasks

## Development Coaching

Guides the employee to develop his strength and talents so that over one or two years he will perform with new levels of performance in new areas.

Actions of the leader

challenge

feedback on performance

guiding questions for self steering

reframing blockades

reinforce strength

value orientation  
confidence

Competences of the leader

*Descriptive*

*Emotional sensitivity*

*Optimism*

*Focuses on growing strength*

*Self-Confidence*

*Values connection*