

SEPTEMBER 6, 2018

## Want Better Results? Be a Better Leader. Better Yet, Be a Coach.



The world's [greatest leaders](#) have something in common - the ability to engage, inspire and connect with those around them. From leaders on the championship court such as LeBron James to those at the top of forward-thinking organizations like Sheryl Sandberg, they have a way of rallying others to produce outstanding results.

The way you lead has a direct impact on your organization's culture. Consider this...according to a report in [USA Today](#), nearly one-third of employees reported that their bosses hurt company culture and roughly 25% said that their manager didn't care about them as a person. Your leadership style has a direct impact on performance, engagement, and how others view your organization.

But what makes a [great leader](#)? Traditional leadership models continue to be challenged in today's modern workplace. Modern leaders resemble that of a coach, yet many leaders today still don't know what this looks like. According to an article in [Inc. magazine](#), 93% of managers feel they need training on how to coach their employees. There are many elements to being a great coach in today's modern workplace - here are few of my favorites:

### 1. *Be a coach, not a dictator*

John Wooden said it best, *"Make sure that the team members know they are working with you, not for you."* A leader today needs to be viewed as part of the team - not someone who is dishing out orders from behind a desk. Roll up your sleeves and get into the trenches with a collaborative style. Know when to be hands-on and when to let your team run with it. Cultures should be designed around [networks, squads or teams](#) - not a traditional top-down hierarchy.

### 2. *Practice involved detachment*

According to research by DeLoitte, recent shifts in [organizational design models](#) require a different kind of leader - one who embraces a fluid, collaborative culture. Practice involved detachment...let your team members set their own goals and get to the end on their own. As [General Stanley McChrystal](#) shared, “A leader isn’t good because they’re right; they’re good because they’re willing to learn and trust”.

### 3. *Cultivate your digital mindset*

As the world evolves, leaders need to embrace a digital mindset and coach their teams to do the same. Research by [Josh Bersin](#) indicates that much like the technologies that power our organizations, leadership needs to “be” digital. Be adaptable, try things *before* you have all the answers, and form a healthy relationship with risk.

Bobby Knight once said “*To be as good as it can be, a team has to buy into what you as the coach are doing. They have to feel you’re a part of them and they’re a part of you.*” This philosophy holds true on and off the court. Leaders shape the culture of their organizations. The time is now to be an inspiring, collaborative, and empowering leader - coaching your team to the finish line.

Looking to sharpen your leadership style and create your best culture? Reach out to us [here](#). We love helping our clients grow into the leaders they were destined to be, and build their most successful organizations. We want to do the same for you.

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