

In Conversation The coach from Down Under

"A team is as strong as its weakest link," John Matthews, Director and Master Coach, Institute of Executive Coaching, Australia tells VARUN SONI "Executive coaching helps a team of champions turn into a championship team," says Matthews

How does executive coaching help?

It helps business leaders unlock their as well as their employees' potential. In fact, it gives them a map that links individual performance with the collective performance. It establishes a link between theory and practice. Finally, it is a means through which a team of champions turns into a championship team. So how relevant is it for the Indian corporate sector?

India has always given importance to executive coaching — the guru-shishya practice is a major example. However, now that the country is poised to enter the international arena, it definitely needs a young, motivated workforce. This can be achieved if managers are trained to motivate them. What does executive coaching involve?

Listening and getting to know what demotivates people. This way we can work on their shortcomings. Once they are aware of their assumptions, it becomes easy to work on their attitudes. In my view, a team is as strong as its weakest link. So the onus lies on the manager to work on each one of his subordinates and develop a personal rapport with him/her. So what's the difference between a coach and a consultant?

A consultant analyses the situation and doles out expert advice. A coach, on the other hand, helps people operationalise their work.



Mathews at the interactive workshop organised by Executive Access India Pvt. Ltd. on the relevance of executive coaching