



Sharpening your EDGE

EDGE Coaching Services Newsletter

September 2020 edition



"There is no passion to be found playing small - in settling for a life that is less than the one you are capable of living," Nelson Mandela: 1918 - 2013

Hi everyone and welcome to the very first newsletter from **EDGE Coaching Services** I am proud to have so many of you following my business coaching news and I sincerely hope you are getting value from what you have received so far by way of email. I am very keen to make this interactive so your thoughts on all the emails and these newsletters are very welcome.

Within these newsletters as with my emails, I will be writing about various topics to cover most individual's need, and summarising the email topics that have gone before. This will include any feedback from you on the topics covered. There will also be a sprinkling of hints, tips and quotes to drive you through the next months, insights from my training, my experiences with clients and some of my favourite tools for you to try at home. So without further ado, lets go and hey, enjoy the ride.

In case you missed any of this months emails, here is a quick summary

1.Reconnecting 2.Feeling stuck

The notion of stepping outside your comfort zone to try and better ones self is usually a encounter we all tend to put off. It is only once we have faith in our abilities and fear less are we ready to challenge ourselves and start the journey. My company mission statement, the poem **"Come to the Edge"** certainly resonated with a number of you in this regard.

When feeling stuck or at a bit of an impasse, think about how you want to be, then ask yourself, how can you do it and then, what is getting in the way? Remember the equation **P=P-I**. Coaching focusses on improving performance (**P**) by growing Potential (**P**) and by decreasing interferences (**I**).

3.The benefits of coaching 4.No one needs a coach

Here we looked at how an outside coach, with little invested interest, will **listen, ask powerful questions** and let you decide your future by giving you the opportunity to look at the challenge from different perspectives.

A serious statement was made here **"no one needs a coach"**. I wholeheartedly believe that everyone has it in them to achieve all they are committed to realizing . However, some of us just need someone to **help clarify their thoughts** and, help reawaken **that potential**.

All the above emails are still available in full, drop me a request at rforde@edgebarbados.com

Helping employees to help themselves

A challenge for you!! We are all crazy busy at the moment, this Covid business is having such an impact on our lives that sometimes we don't know if we are coming or going. **So how about a little self coaching.** This is about you making the most of each day, getting the best out of yourself, and giving yourself the opportunity to really stretch beyond where you've been operating. The Challenge will take you out of your comfort zone and really get you into using your initiative and looking at the potential for what you can do, rather than just going along as if everything was routine. This is the stuff that makes you stand out as an employer, leader or manager. So for the next working week, each day you will ask yourself these five questions.

- 1. What will I complete at work today?**
- 2. What will I do better than I have done before?**
- 3. What positive action will I take today?**
- 4. Which of my values will I focus on today?**
- 5. Which of my strengths will I call on today**

Self-coaching is the ability to see yourself as "in progress," , to learn and reflect in ways that will cultivate your own **self-awareness**, and to bring attention to yourself as an employer and a human being. **Have fun and let me know how it goes.**



Are you a team leader, manager or owner of a company???

A chance to support my research

AND WIN A FREE COACHING SESSION FOR A MEMBER OF YOUR TEAM

PLEASE CLICK THE LINK BELOW TO ANSWER JUST 2 QUESTIONS ON EMPLOYEE NEEDS

[Management Employee Questionnaire](#)



Tell me and I forget. Teach me and I remember. Involve me and I learn.

– Benjamin Franklin

Email of the Month

A big thank you to everyone who has sent in comments and suggestions. Each month I will post an email received. Thank you for this Jake. **A free hours coaching is available to you or a friend when you are ready.**

Hi Richard,

Glad to be a part of what has the potential to be an interesting idea. The poem you have quoted certainly resonates with me. I believe in being a good leader and a good coach you should be able to recognise potential in people and be able to push them forward for their own success and development. I believe a good summary of the poem can be found in the leadership code;

L lead by example
E encourage thinking
A apply reward and discipline
D demand high performance
E encourage confidence in the team
R recognise individual strengths and weaknesses
S strive for team and individual goals

Jake

Parents: A child's most powerful role model

It always amazes me how fantastic and resourceful parents are and, actually how little they realize this sometimes. Lets quickly look at a fortune 500 company CEO. Yes he or she is in charge, yes he or she has worked to get there and yes he or she has the support of their managers and team leaders to do their running around. Compare that with a parent, yes you are in charge, yes, you have to work hard to become a good parent and yes, you may have the support of extended family. Do the similarities stop there? No you both make 100's of decisions each day, you both are managing your day to day diaries, you both have to make investments, you both have people looking up to you and for sure you both have to look after the well being of your charges. Wow I just wish parents got paid the same I guess (me included). Mum, dad always remember that you are your child's most powerful role model, live your values so that they see this and aspire to live theirs, remember this, there are signs that a parent is living their values. Simply put, they are Happy and motivated, positive and energised and they are a great role model. What are your cherished values and how are they helping you to be a great role model?

Helping students take the LEAP

Working with students will always be my passion, it is the reason I started coaching in the first place. We all know there are a lot of different ways to help students in the academic setting and, in my teaching days I tried a good number of different things. If there was one thing that all students seemed to respond to, it was a good structure. Coaching is a conversation, but not just a cosy chat. One of the elements that formalises it is the structure, the model used to empower them. This is where I get them to take the **LEAP**. When they bring an issue it is broken down and discussed in the following sequence they get used to.

L Look at your goals, what is it you want?
E Explore reality, what is really happening right now?
A Analysing possibilities, what options are open to you?
P Planning action, which of the options will you do?

If you give a student the chance to deal with their own challenges, it will improve their self-awareness, self determination and decision making., leader to a rise in their self-esteem.

The final word

Oh my, I was hoping to get so much more in this first newsletter, The good news is, my new updated website is nearly ready, along with my Social Media which will have much more information to support and inform you. If you haven't already you can follow me or EDGE Barbados on Facebook, Instagram and LinkedIn. If you would like a chat with me about anything you have read, you can book using the link on my email signature. As always let me know your thoughts, I love hearing from you. Also, if you can, print it and pin it upon your notice board in the staff room or share it with someone who may need to sharpen their EDGE. Until next time. **Follow your dreams.**

Richie Forde