

VISUAL PROGRESS COACHING



Leadership Coaching

VISUAL PROGRESS COACHING

Leadership Coaching Programme - Questions

What is the destination?

Why do you want to be a better leader?

What will it give you?

What is the goal behind the immediate goal and the benefit of achieving it?

What is going on under the surface?

What type of leader do you want to be?

Who do you see great leadership skills in?

Who do you want to help?

What preparation is required?

What are you prepared to learn to help you grow your leadership capabilities?

Who do you see when you look in the mirror?

Have you clearly defined your goals?

What is the overall situation?

Where are you now as a leader and where do you want to be?

Which leadership behaviours and skills are you currently demonstrating?

Can you visualize success? If so what do you see?

What risks are ahead?

What risks can you forecast?

How can you prepare?

How will you get yourself back up when you fall?

VISUAL PROGRESS COACHING

Can crisis become an opportunity?

How could you support and motivate yourself in a crisis?

How could you turn crisis or challenges into opportunities?

What would a person you admire, and trust suggest you do when faced by the situation ahead?

Is it possible to rest and recover?

How well are you looking after yourself?

How could you do this better?

What have you been putting off doing but really need to do?

What level of commitment is required?

What specifically can you commit to? How will you motivate yourself?

How can you ensure you are at your best?

Ready to take ownership?

What actions and outcomes can you take ownership of in your journey to success?

When in life have you successfully taken ownership of your actions and what did you do?

What steps to raising your performance can you own?

What will responsibility involve?

What and who can you take responsibility for? How will you maintain your focus?

How will you create the plan that you then execute successfully?

What is required for excellence?

How can you increase your performance level towards excellence?

What is specifically required for excellence?

How will you ensure you always measure yourself against the best version of yourself and not against others?

VISUAL PROGRESS COACHING

What action will you take?

Can you explain the goals clearly and are they inspiring?

What could the benefits of changing the way you do some things be, if you do not change what is the risk and what excuses are you making to yourself for not changing?

How will you become both your biggest critic and greatest fan?

How will you stay on track?

How will you monitor and measure progress?

When there are setbacks how will you make sure you do not simply immediately react and instead respond in a planned way that is best for you?

What rewards will you give yourself for achieving milestones?

What will the future bring?

What do you need to prepare for in a fast-changing world?

How will expectations of leaders change?

How will those you love see you when you have become the leader you want to be?

Ready?

Are you ready for the challenge, change and commitment that will be required?

How will you make sure you never settle for being good and become great in what you do?

Who is in your team for this journey? What type of people do you need?

Want some help?

What help do you want?

What help do you need?

How will success make you feel?

VISUAL PROGRESS COACHING

Leadership Exercises

Leaders You Admire and Inspire You

Think of 1-3 Leaders from work, entertainment, sport, politics, history and your family that you admire and inspire you.

Please list what is it about each of them that inspires you? (strengths, behaviours, values and characteristics)

Which of these do you show? Which of these do you not show?

What do you want to start showing? What do you want to stop showing?

What can you do to become more like the leaders you admire?

What can you commit to doing and when?

How will you maintain focus on your leadership goals?

What help do you need and from who?

What would these leaders you admire suggest you do to develop your leadership skills?

What specific examples of the leaders you admire demonstrating leadership inspire you and why?

Your Leadership Award

In 3 years, you will receive an acknowledgment for being a great leader, it might be a promotion, award or simply the heartfelt feedback of your team. At this time your impact of the business and wider community is discussed and recognized. In addition, your team, bosses, stakeholders, suppliers and customers talk about you, what will they say?

Which achievements will they highlight?

How will they explain your role in the achievements? What type of person will they say you are?

Who will you have helped?

Which 5 leadership skills will people highlight as being critical to your success as a leader?

If you make a scale of 0 (I never show this skill) to 10 (I always show this skill), write down for each of the 5 leadership skills how you would score.

Then identify what level you would like to score for each of the skills.

Finally - ask yourself what you can do to move your current scores to the levels of the leader you want to become.

VISUAL PROGRESS COACHING

Move Forwards with Your Team

What strengths and development areas do you see in your team?

What strengths and development areas do your team see in you?

What do your team want from you?

How do your team want you to be as a leader?

Which are your most effective leadership skills?

How motivated and committed are the team?

How much trust exists in the team and how much do they trust you?

What specifically could you do to help your team members?

In 3 years, which of your leadership skills will be stronger?

Which of your personal values and beliefs do you want to demonstrate?

What changes do you need to make and if you do not make the changes what are the risks?

Making a Leadership Plan

What is the big goal?

What 3 specific achievements will help achieve the big goal?

What will success look and feel like?

What specific 3 strengths will have helped you achieve this?

What leadership skills will you have developed on the way?

How will you explain your plan, targeted achievements and the goal to others?

How will others benefit from you achieving your leadership goals?

What will the milestones be on the way that can be tracked and measured?

When there are setbacks how will you make sure you do not simply immediately react and instead respond in a planned way that is best for you?

When will you complete the first draft of your plan?

VISUAL PROGRESS COACHING

Help with Dealing with Challenges

Think of one or two people who inspire you, they can be from work, entertainment, sport, politics, history and your family that you admire.

Try to identify 3-5 specific things that you admire about each person.

Try to identify 3 challenges that you are facing or will face in which you want help.

How would the people you admire take on the challenges, which leadership skills would they use and how would they manage their team, stakeholders and customers?

Which leadership skills that they demonstrate could you apply in your challenges?

Which leadership skills that they demonstrate do you need to develop and learn? And how will you?

What specifically can you commit to in order to improve your ability to manage challenges and be more like those people you admire?

How do you want others to describe you as you take on these challenges?

Developing Motivation

When you are faced with challenges, obstacles and building your resourcefulness but want to develop your motivation and performance, identify the issue in 2/3 sentences.

When have you faced similar situations?

What is the best example of you as a leader? When and where did this happen?

What was the actual result of you being a leader? What difference did you make and what was its value?

How did you make an impact, work with others and make things happen?

Why was being a leader important to you, how did you feel, who benefited and why is this significant?

Who did you become as a leader; how would you describe yourself?

How can these observations help you now?

If you are successful, what action will you have taken that will have been critical?

What changes will you have made in your attitude, approach and commitment that helped your progress?

What action can you commit to taking?

What would one of your heroes in life suggest?

How does growth as a leader contribute to your overall goals in life?

VISUAL PROGRESS COACHING

The Bigger Picture

What are your values, what do you really believe in and how could they help you be the best person and leader you can be?

What beliefs do you hold that might be delaying you or preventing you becoming the leader you want to be?

If you found what in life really drives and energizes you, what you would be willing to sacrifice for and who you want to help – how would you feel? How would this help you achieve your goal?

Imagine you are 75 and are attending the film debut of a film of your life as a leader, what 3 major events would be featured?

What big goals have you achieved so far in your life, what have you learnt from them and how have they prepared you for becoming the leader you want to be?

How have you grown and developed as a leader in the last 3 years?

How has your personal history shaped your views on leadership characteristics, skills and behaviour?

If you had real clarity in the type of leader you want to be, would it help?

How do you want to be spoken about and remembered as a leader?

Who do you want to be in life and how does leadership contribute to this?

What about leadership makes you happy?

What about leadership makes you feel fulfilled?

How does leadership contribute to your overall success?

Why are you motivated by leadership?

What excites you about becoming the leader you want to be?

Have you ever wondered and asked yourself if ‘this is it and nothing more’?

What help do you need to grow as a leader, what have you done to get this?

If you do not become the leader you want to be, why will this be important and how will it affect you?

If you achieve more than your leadership goal, how will the impact of this be?

If you were the bravest version of yourself, what would you do differently?

How resilient is your plan to become the leader you want to be? Are you being resourceful enough?

Could you commit to doing the work to achieve growth, more often, differently, or more intensely?

Imagine it is 1/2/3 years in the future, and you have become more than the leader you want to be, you look back at what you did, what would you identify as being the key factors in achieving this?

VISUAL PROGRESS COACHING



Visual Progress Coaching helps professionals with leadership, promotions, job searches, innovating, achieving goals and coping with crisis and trauma.

For resources and insights follow Visual Progress on YouTube, LinkedIn, Bluesky, Facebook and Instagram

Visual Progress Coaching - Leadership Coaching, Job Search Coaching, Promotion Coaching, Innovation Coaching and Crisis Coaching www.visualprogress.org