

Being Coached

By Carol Skolimowski



Carol Skolimowski

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Having a good rapport with your Coach is important in being able to trust them with your thinking.

Often by reading a biography we get an understanding of their qualifications, their experience and sometimes their values and style of coaching. So how do you choose or match a client and a coach?

Carol Skolimowski shares below more about the things she likes to coach and some scenarios that will give more depth to her Biography.

I find it easier and am more passionate when I coach people that I have a good rapport with, with those that want to be coached and are willing to learn and apply that learning for themselves.

I have a long interest in Leadership and Leadership Development, so whilst I coach several small businesses around strategy, Leadership is the area that it often comes back to. It doesn't matter what size organisation or where you are in the organisation, I believe our interaction with others is so important. Getting our relationships right releases the energy in us. I am always curious when I hear conversations on the train, they aren't about the task, they are about the people they work with.

When I became a Coach, I made a conscious decision to support women in business. Having worked mainly in all male teams, it felt lonely and I now know it needn't have been. I felt I had to compete with other women, rather than support and encourage. I struggled to ask for help, rather than work out what I actually wanted help on and from who. I blamed the male environment without taking a look at me or finding support.

We live in a constantly changing world, whether it be in work or outside and we need resilience to that. Having read about and experienced many change programmes, resilience and people's responses to change, are the elements I like to focus on.

When meeting clients for the first time, I like to ask the question, "What is your current leadership challenge?" And ask them to describe the Leader they want to be. Coaching is forward looking and about finding challenges and opportunities to practice the behaviours that will get you closer to your vision.

So why choose me as a Coach?

- Your leadership challenge is around building a new team or taking on an existing team for the first time.
- You are figuring out who you are as a leader, what works, what are your flaws.
- You are experiencing a major change programme and people aren't responding how you expect.
- You struggle to say "no"
- You are working out how to empower your team effectively
- It would be nice to have a good conversation with a woman for a change, someone objective and non-judgemental who challenges but encourages.
- You can no longer rely on your technical skills as you progress up the career ladder
- Your leadership challenge is around difficult conversations, feedback, performance reviews and redundancy.
- You know what sort of Leader you want to be but what are those behavioural changes you need to make.