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The Role of Coaching on Executive Leadership Improvement and Decision Outcomes

Overview of the Topic

Coaching plays a critical role in unleashing the potential for executive leaders in an organization. According to Rathmell et al (2019), coaching is a way of progression where an experienced individual supports a learner in attaining certain personal proficient goals by giving training and directions. Therefore, executive coaching is essential in providing concealed potential in leaders and assist them in recognizing team capabilities. Moreover, executives need to be provided with coaching to aid them to concentrate on their business primacies while proceeding with their specialized development objectives. Executive coaching has both negative and positive effects on leadership decisions, however, most of the effects are positive. For instance, coaching assists trainees to utilize the best processes and characteristics in solving problems by following sound decisions. Decision-making is part of the leader's most critical role, therefore through following suitable procedures rational decisions can be made hence the success of the business. Goleman (2017), emphasized that coaching results in vital features in decision making, for instance, reframing the problem. Consequently, a leader who has been taking training process through coaching has experienced the significance of stepping back, assessing all the context of the problem and grouping it into several probable outcomes hence developing a decision that is not created on a single perception. Hence, understanding the role of coaching on executive leadership improvement and decision making is relevant to the course content because it provides the impacts executive coaching is making on organizational leadership as well as leaders' way of handling problems as they arise. Leadership is a critical part of an organization, and thus through having leaders who are exposed to coaching, they will be able to have the

necessary skills of handling certain situations and solving significant challenges that emerge in an organization.

References

Goleman, D. (2017). *What Makes a Leader?(Harvard Business Review Classics)*. Harvard Business Press.

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