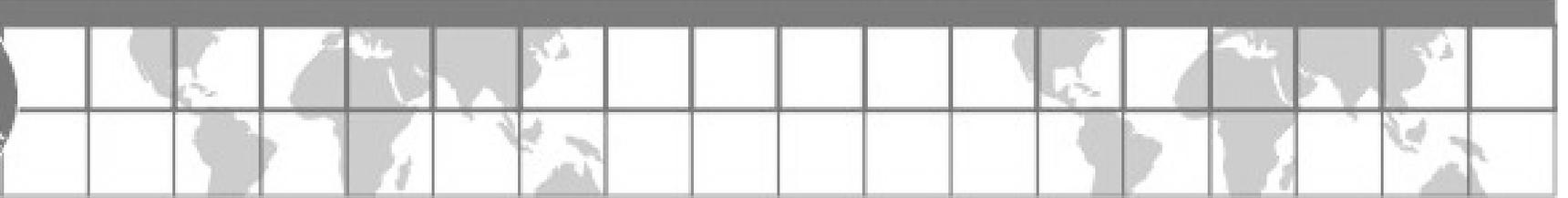


# **COACHING**

## **una herramienta para**

# **EL LIDERAZGO**



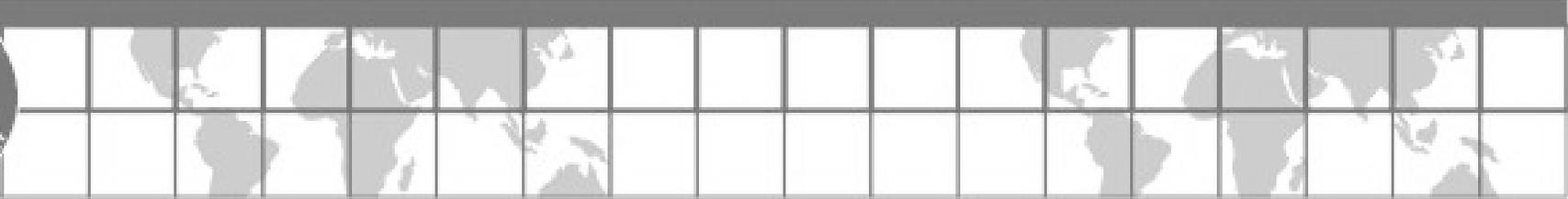


# **Martin Luther King**

**28 de agosto de 1963**

**Washington, D.C.**



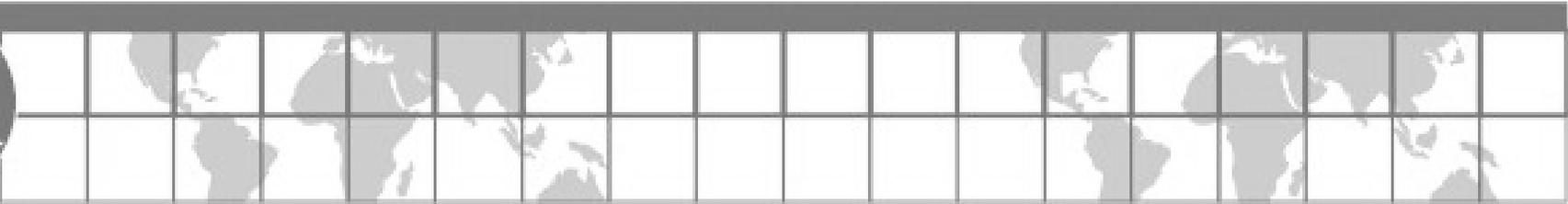


**¿Qué tienen en común?**



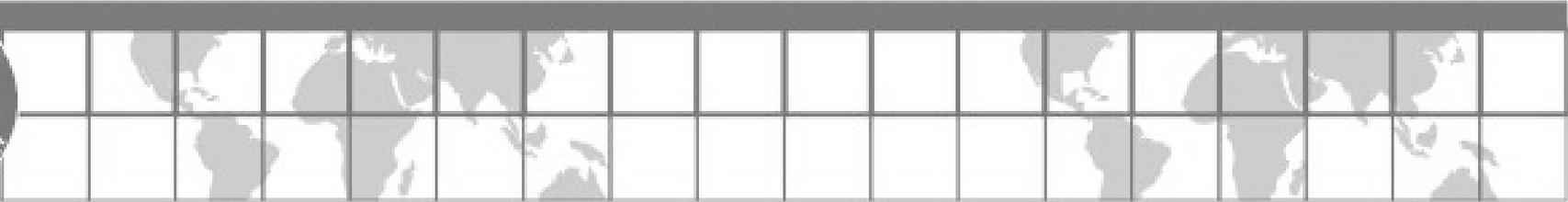
**Resultados**





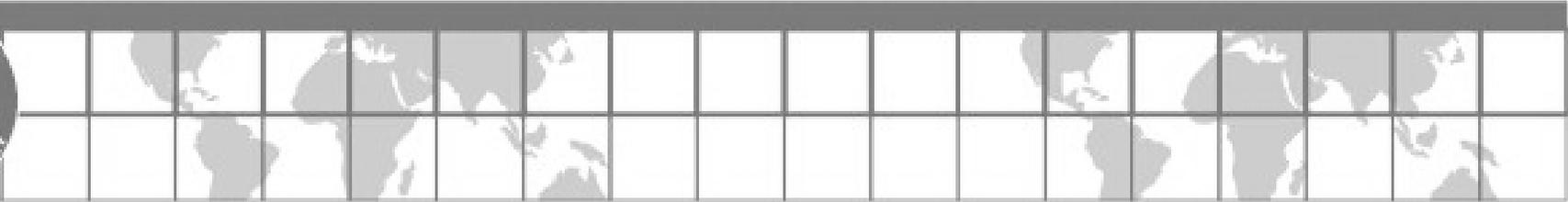
# Coaching + Liderazgo

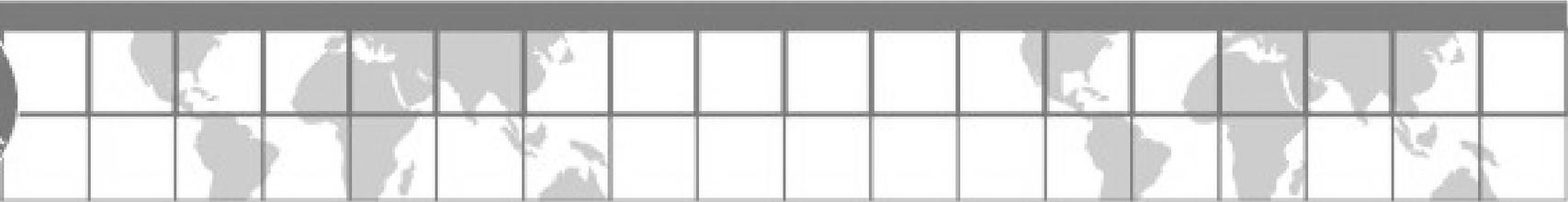




# COACHING



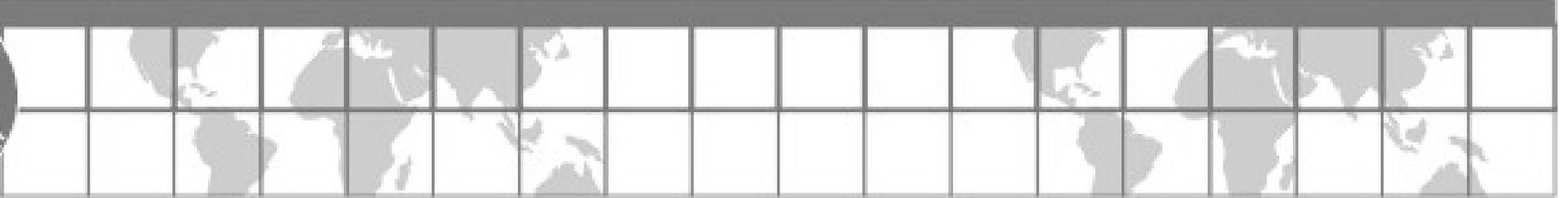




Training ✓

Coaching ✓

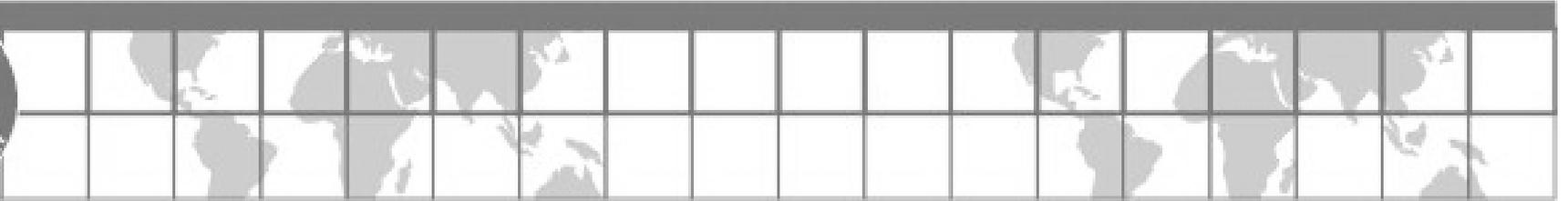




## **John Whitmore**

El Coaching consiste en liberar el potencial de la persona para incrementar al máximo su desempeño



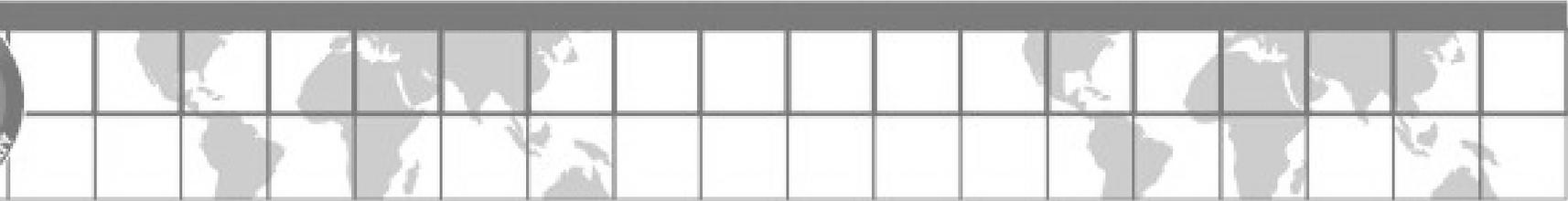


## Robert Dilts



El proceso de ayudar a personas o equipos a rendir al máximo de sus capacidades.







## *Carruaje de Kocs (Kocsi szekér)*



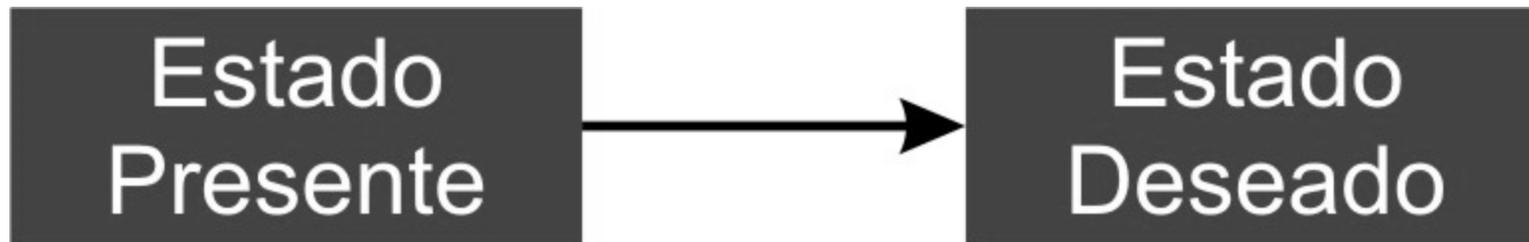


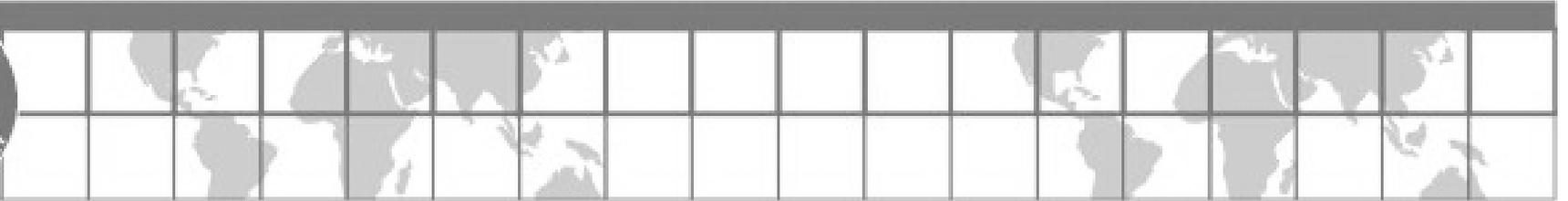
## El Término “Coach”

- El término “**kocsi**” pasó al idioma alemán como “**kutsche**”, al italiano como “**cocchio**” y al español como “**coche**”.
- La palabra “**coach**” ha sido derivada de “**coche**”, dado que este último cumplía la función de trasladar a las personas de un lugar a otro.



# El Coaching transporta a las personas



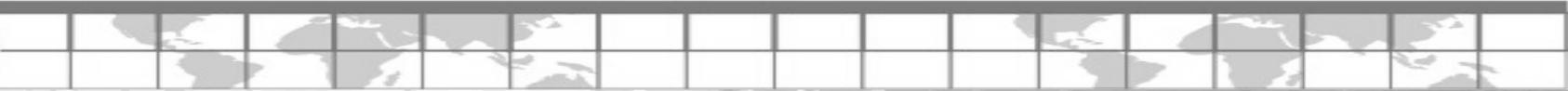


# “Centro del Mundo, Corazón del Universo”



**Panama**



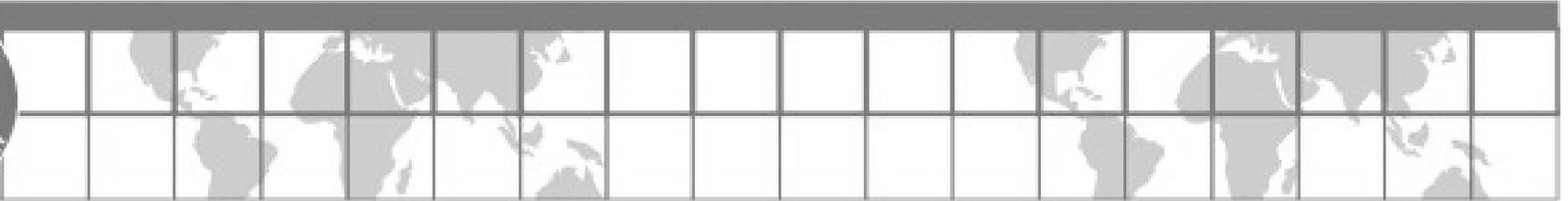


# Las Tres Patas del Coaching

?



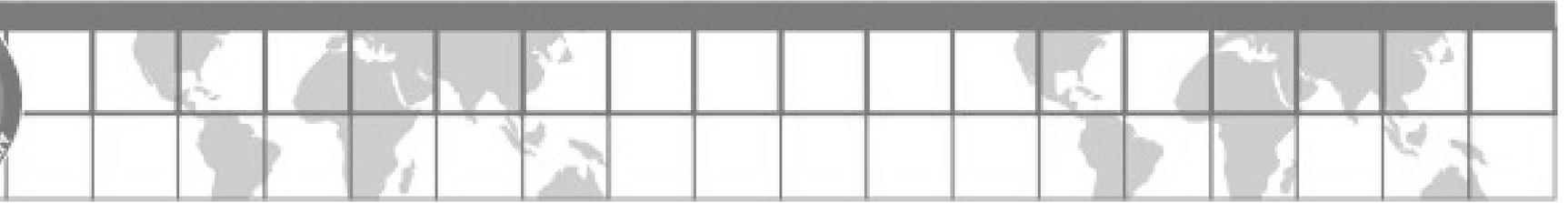
- Se centra en lo que **deseas** y en cómo conseguirlo.
- Conocer y vivir tus **valores** en el logro de tus objetivos.
- Cuestiona **creencias** limitadoras y refuerza las positivas mediante tareas que proporcionan feedback.



# Coaching = Metodología + Arte

- **RESPONSABILIDAD**
- **CONCIENCIA**
- **ACCIÓN**

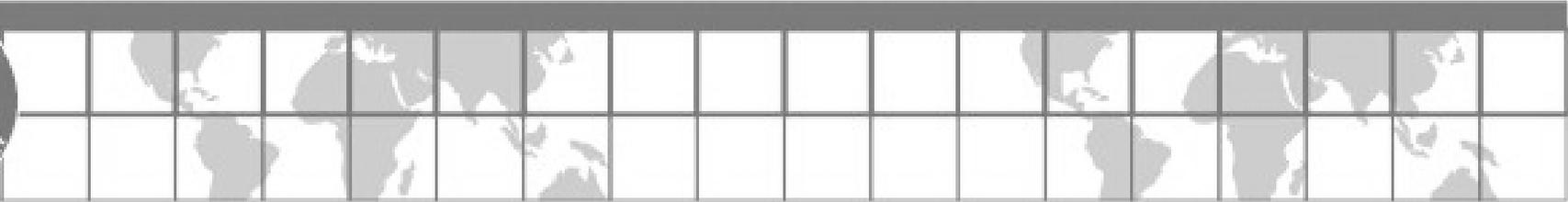




**Regala un pescado a un hombre  
y le darás alimento para un día,  
enséñale a pescar  
y lo alimentarás para el resto de su vida.**

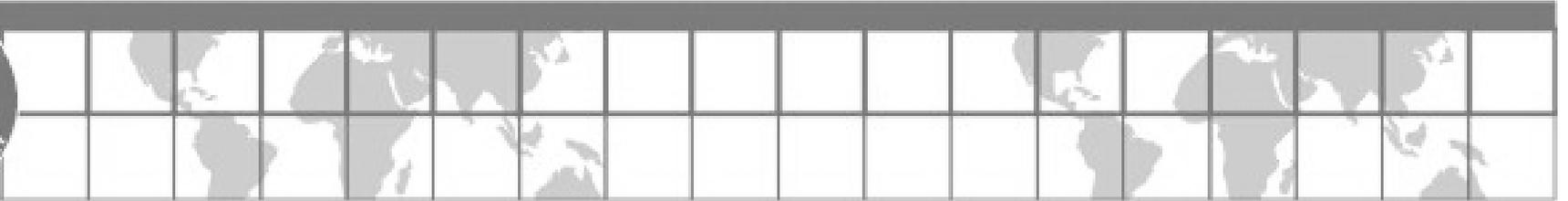
Proverbio Chino





# LIDERAZGO





**¿Secreto?**

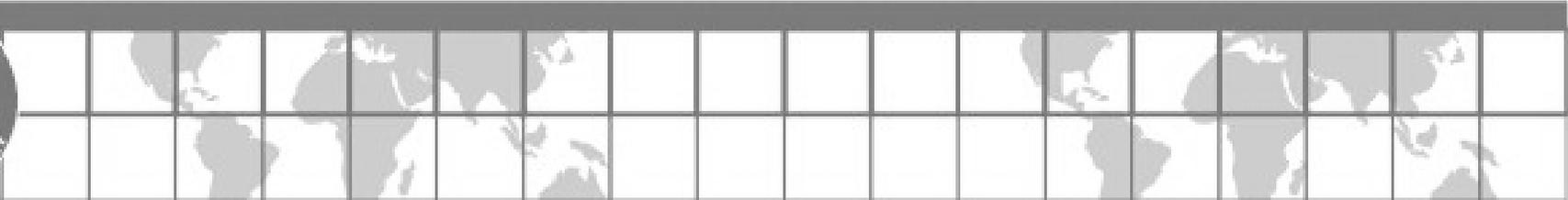






**La clave esta en las características personales y en los comportamientos**





**¿Los líderes nacen o se hacen?**



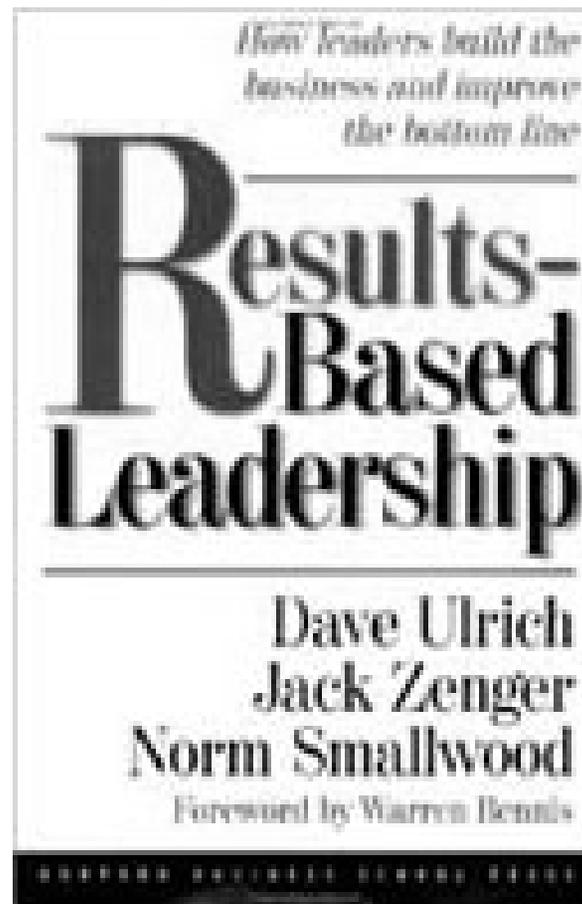


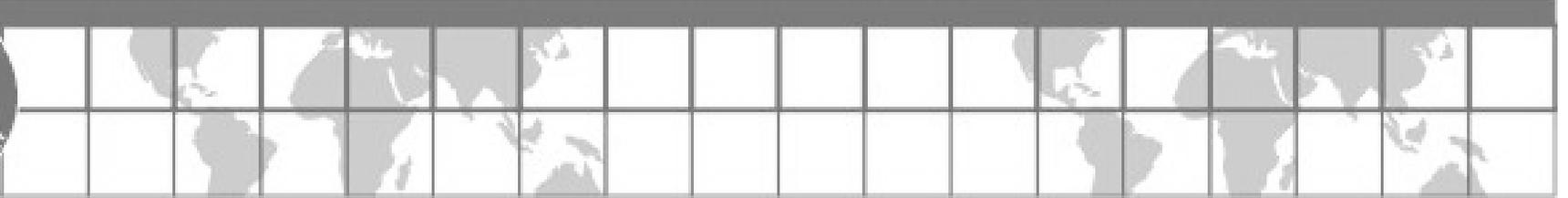
**El ser líder implica unos atributos que son adquiridos y aprendidos**





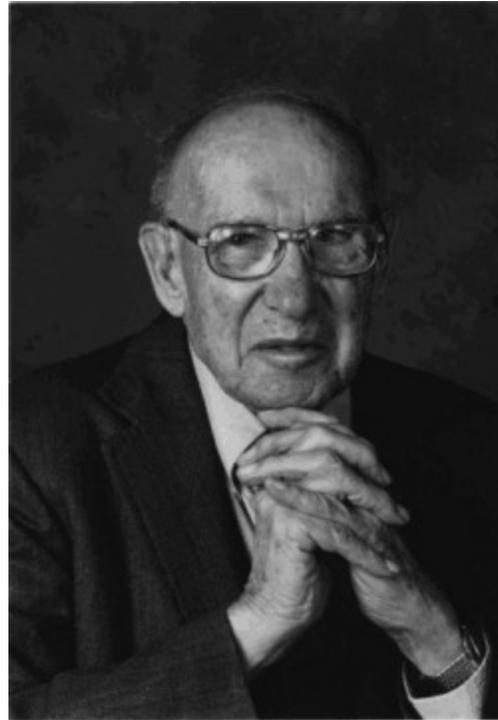
# Liderazgo basado en Resultados



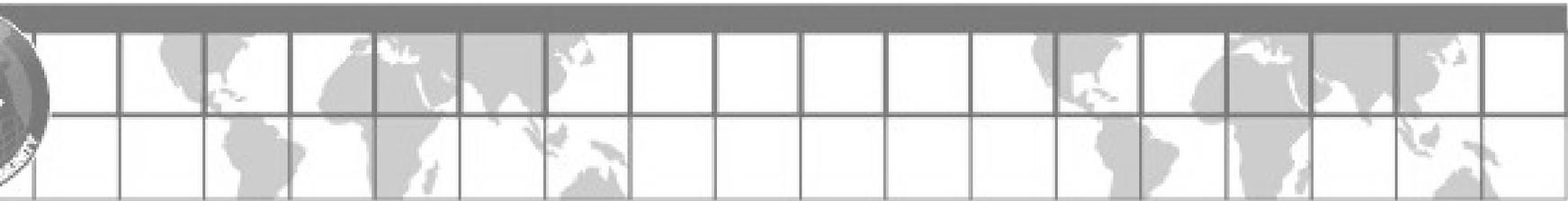


# Demasiadas definiciones de “liderazgo”



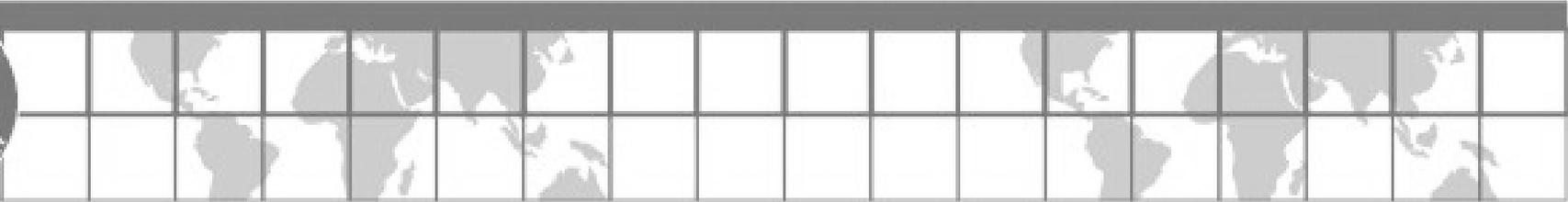


**“El liderazgo tiene que ver con resultados”  
Peter Drucker**



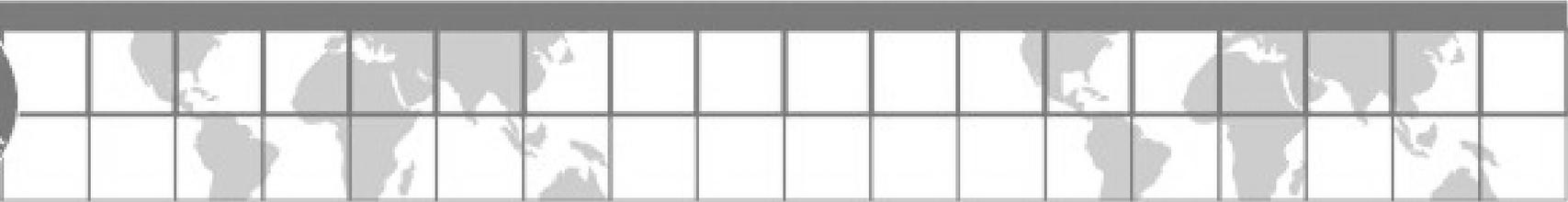
**Liderazgo Efectivo = Atributos x Resultados**





Liderazgo Efectivo = 2 x 9 = 18%





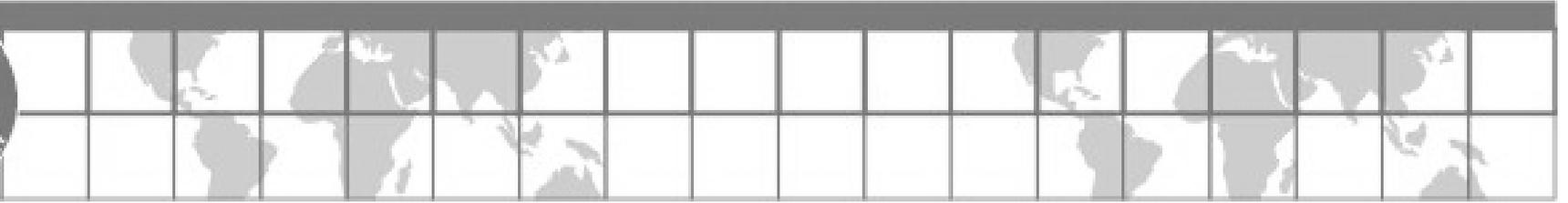
Liderazgo Efectivo =  $9 \times 2 = 18\%$





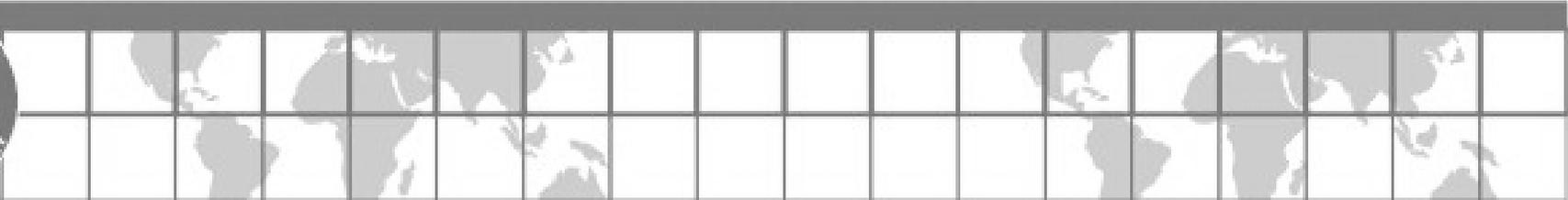
Liderazgo Efectivo = **10 x 10 = 100%**



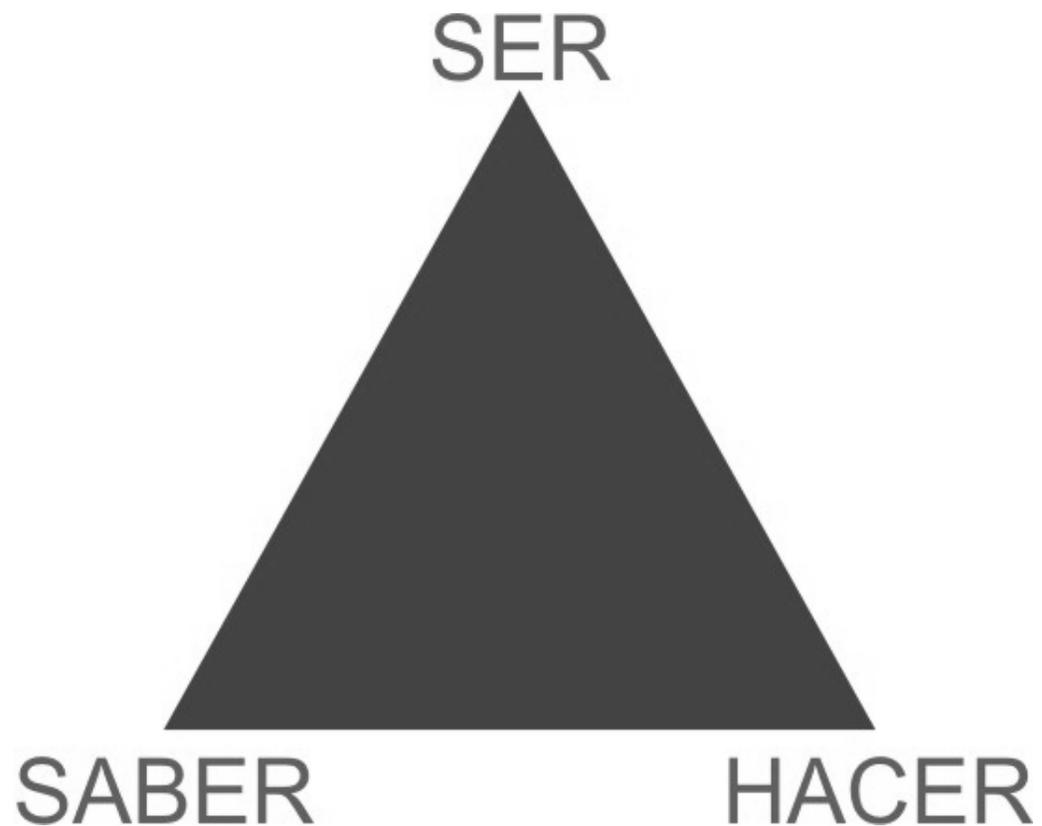


# Los atributos y los resultados representan el ADN del liderazgo



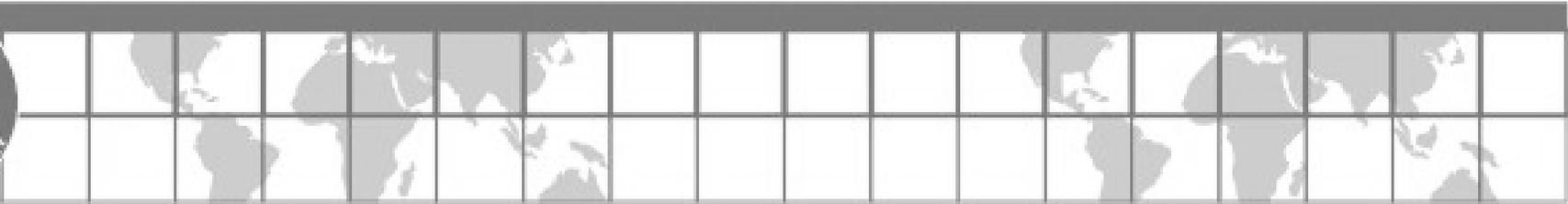


## Modelos de Atributos



# Errores de los modelos de atributos





1. Los modelos de atributos basados en ***conductas*** son más eficaces que los basados en teorías

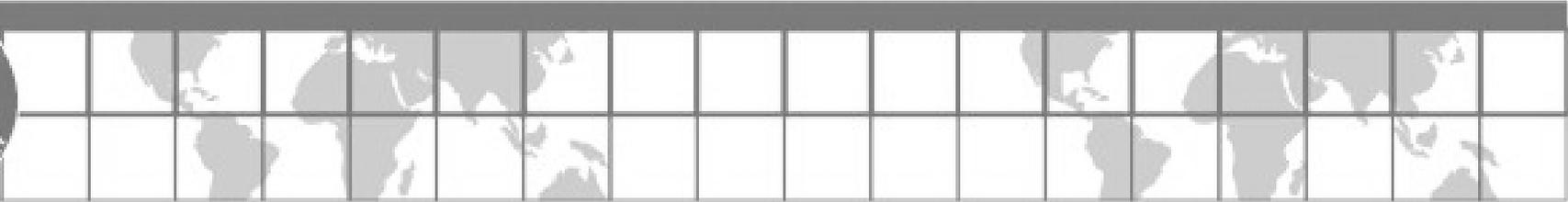




# Las conductas precisan las acciones observables a demostrar

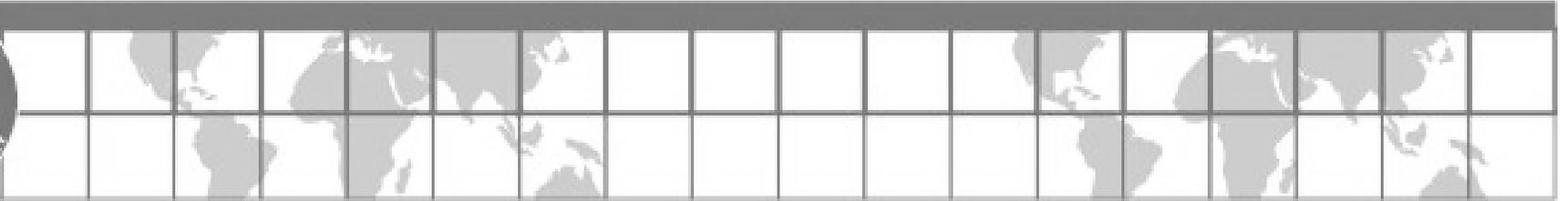
Performance Rating

<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
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<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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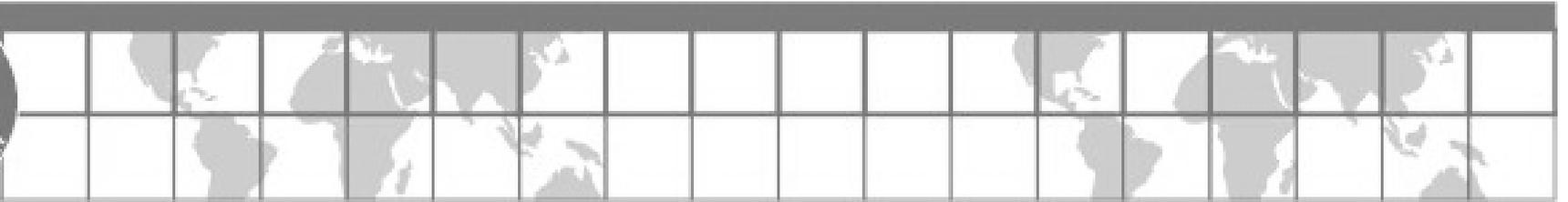
**FUNDACION**  
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**PANAMA**





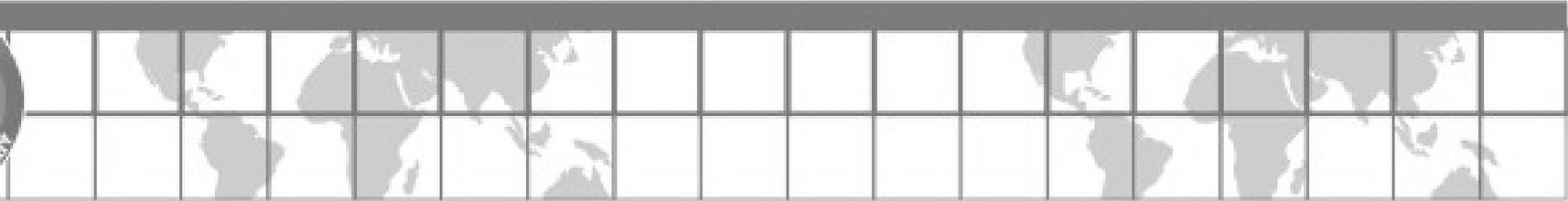
2. Los modelos de atributos de liderazgo ***a la medida*** son más importantes que los genéricos

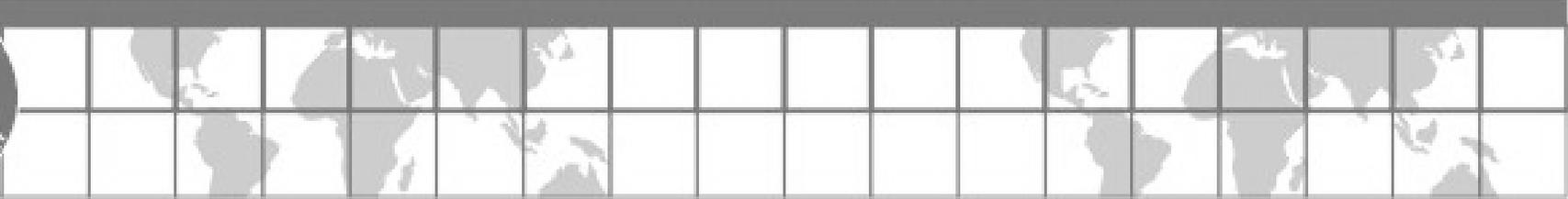




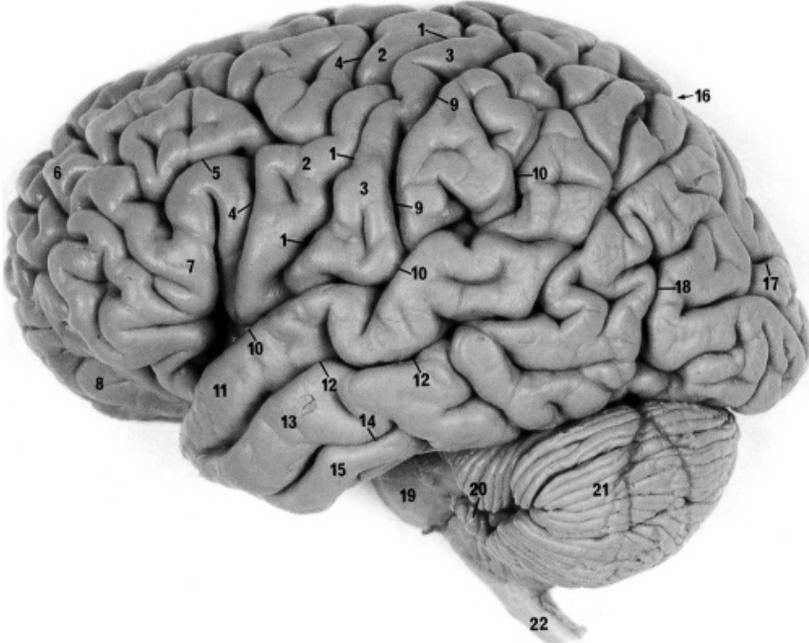
# Coaching

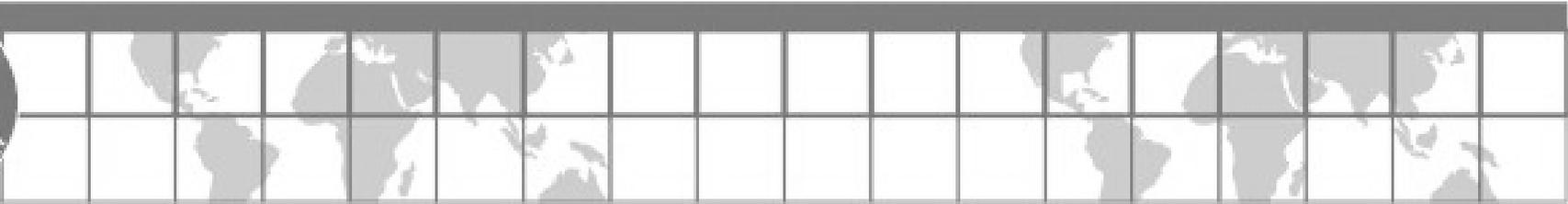




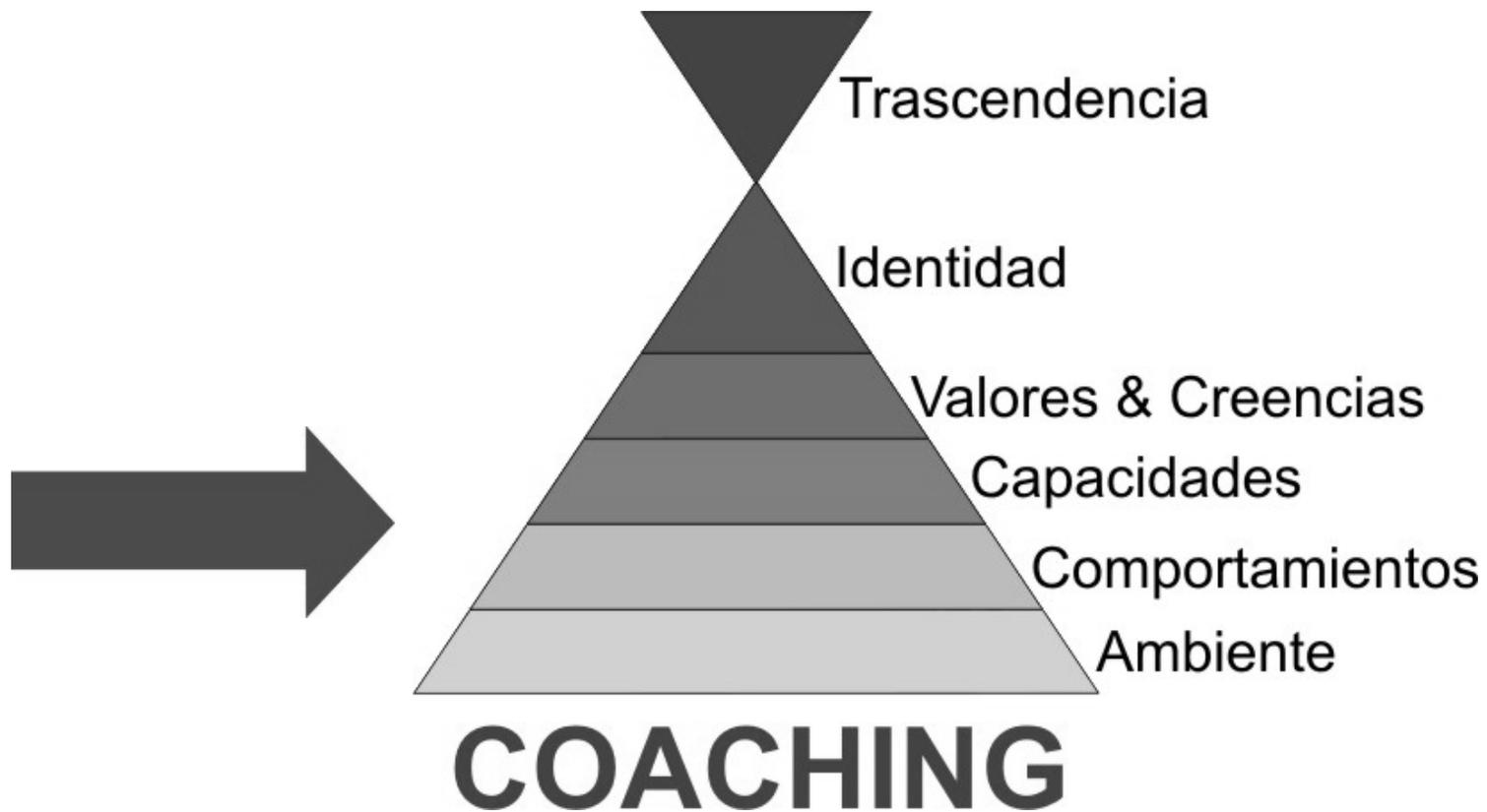


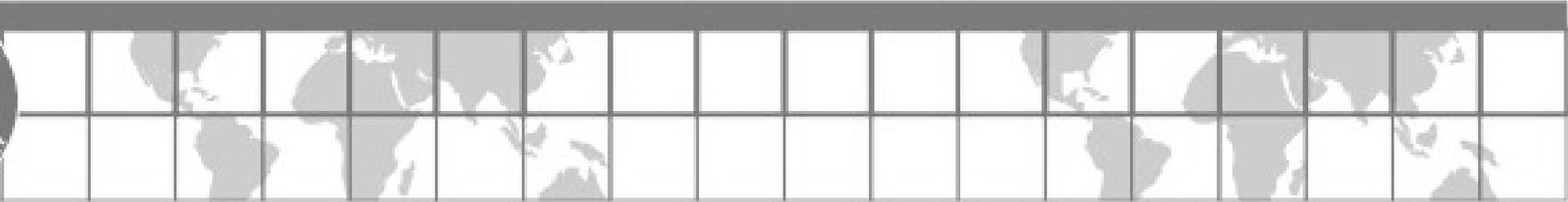
# Coaching = Desarrollo Mental





# Niveles Neurológicos





MEL · GIBSON

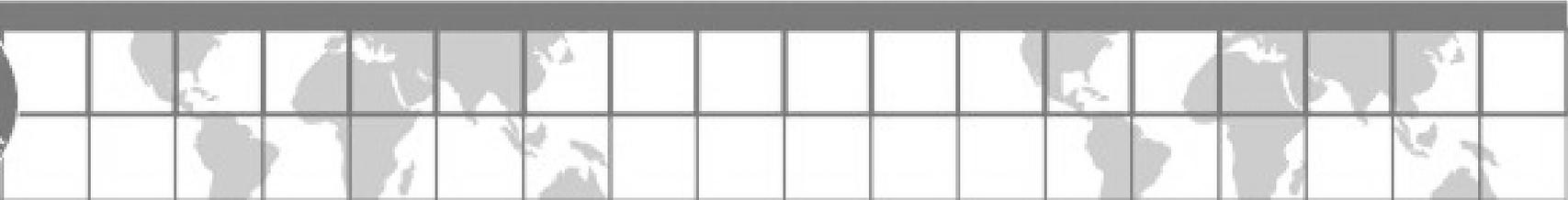
*Every man dies,  
not every man  
really lives.*

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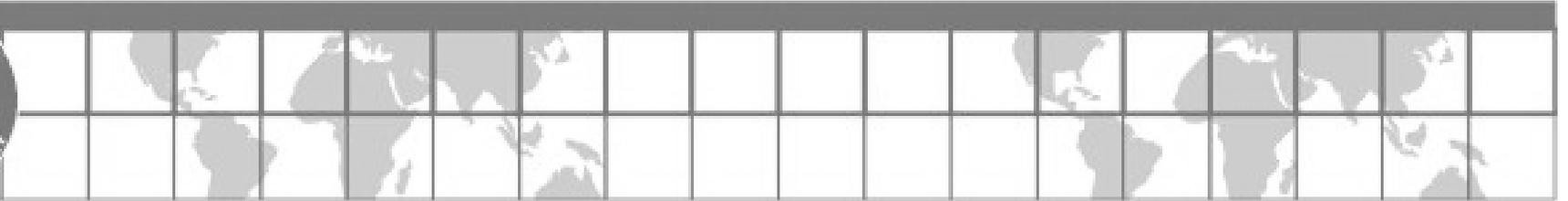
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Rabindranath Tagore

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