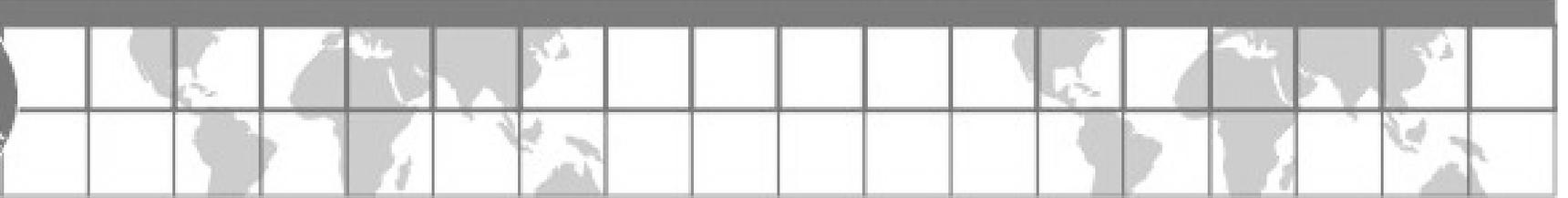


# **COACHING**

## **una herramienta para**

# **EL LIDERAZGO**



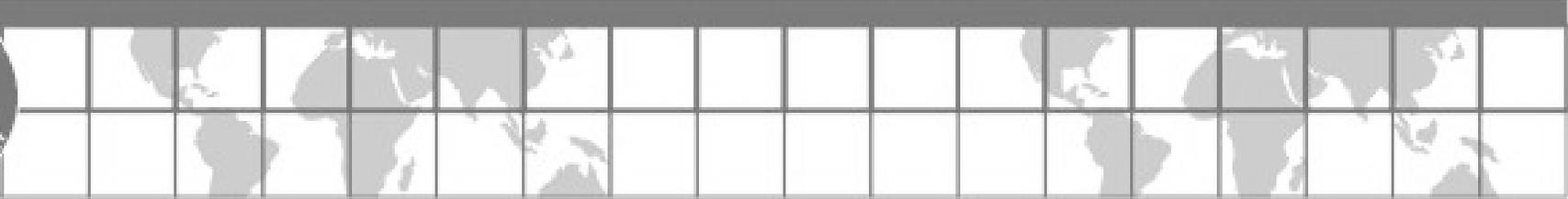


# **Martin Luther King**

**28 de agosto de 1963**

**Washington, D.C.**



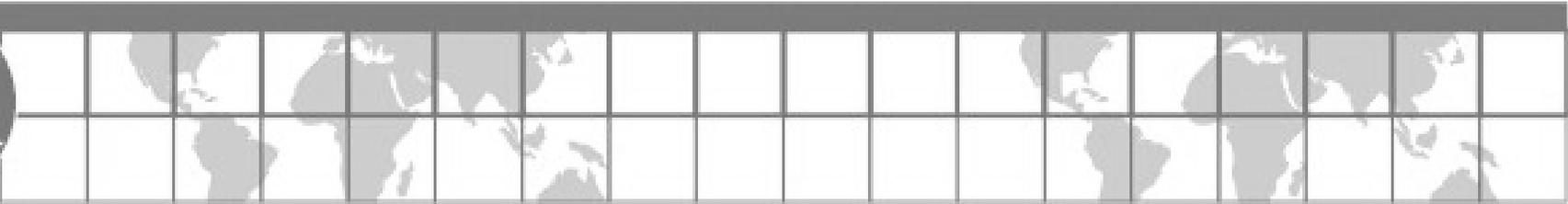


**¿Qué tienen en común?**



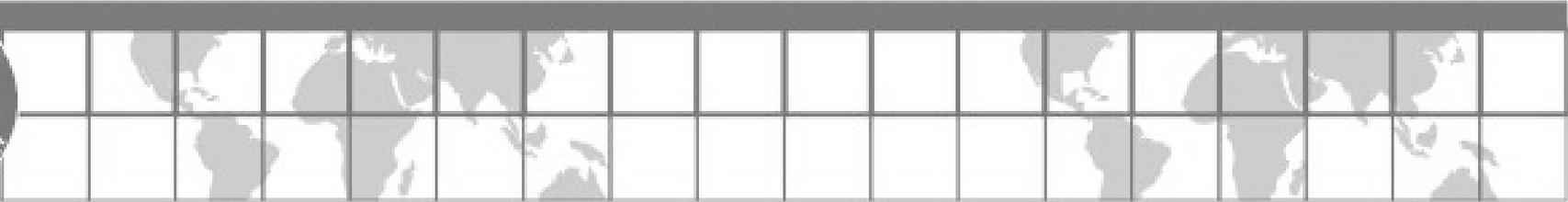
**Resultados**





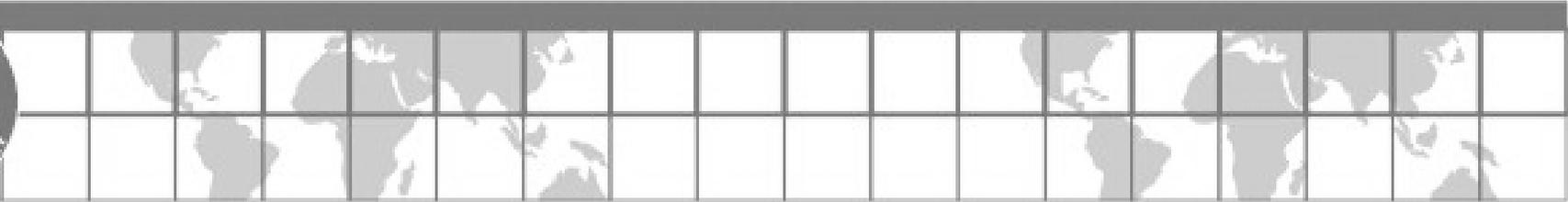
# Coaching + Liderazgo

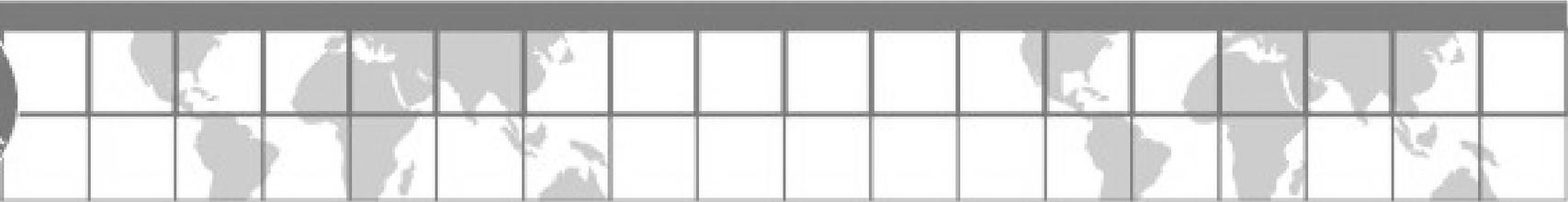




# COACHING



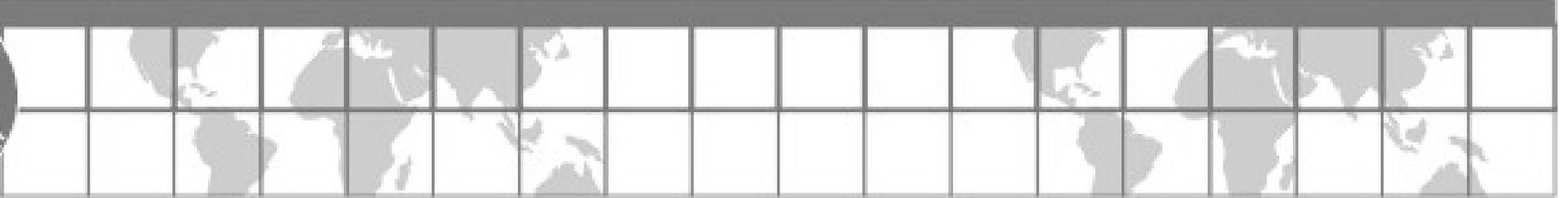




Training ✓

Coaching ✓

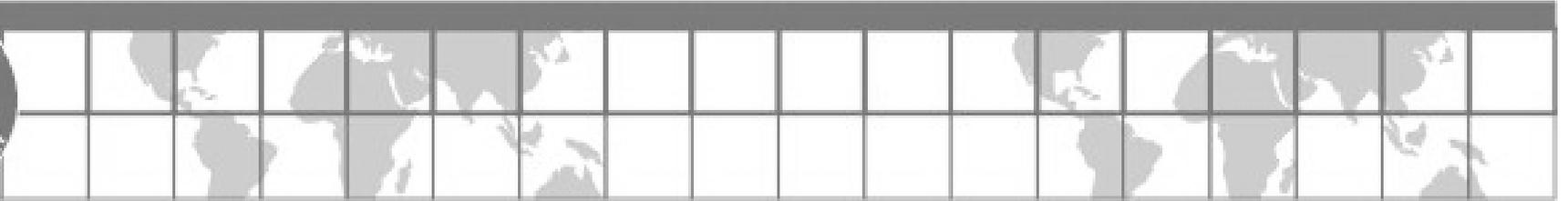




## **John Whitmore**

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



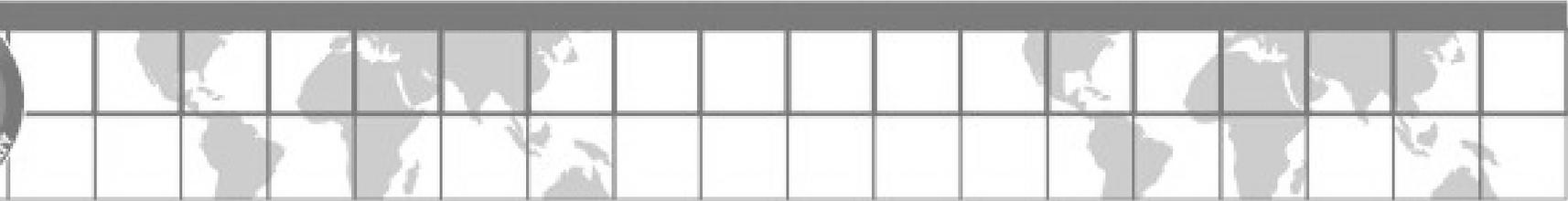


## Robert Dilts



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







## *Carruaje de Kocs (Kocsi szekér)*



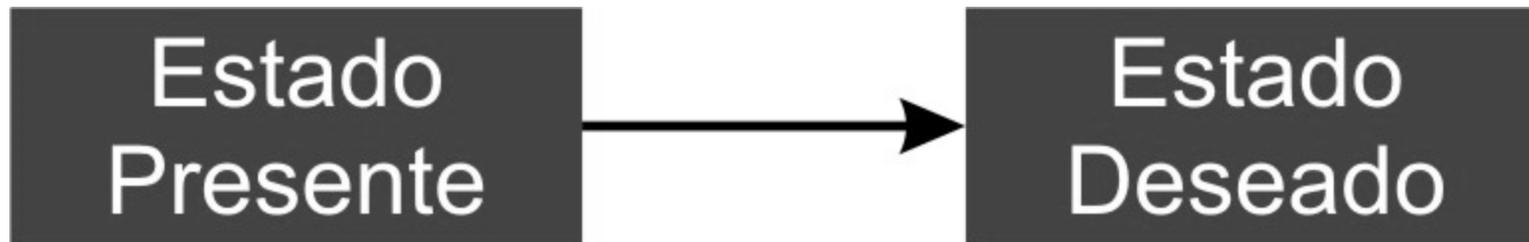


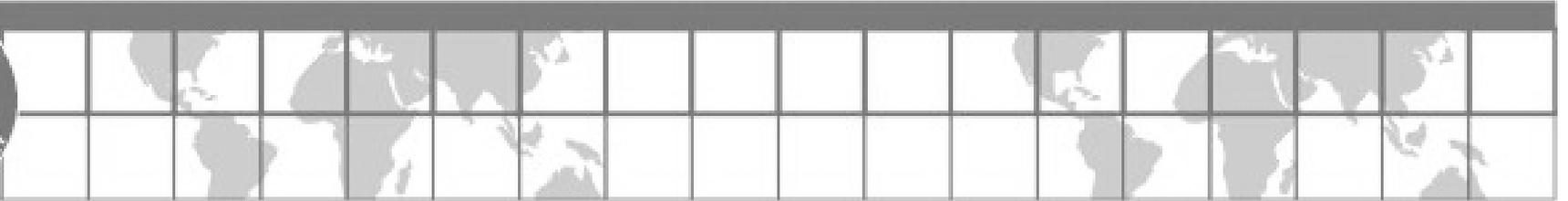
## El Término “Coach”

- 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**



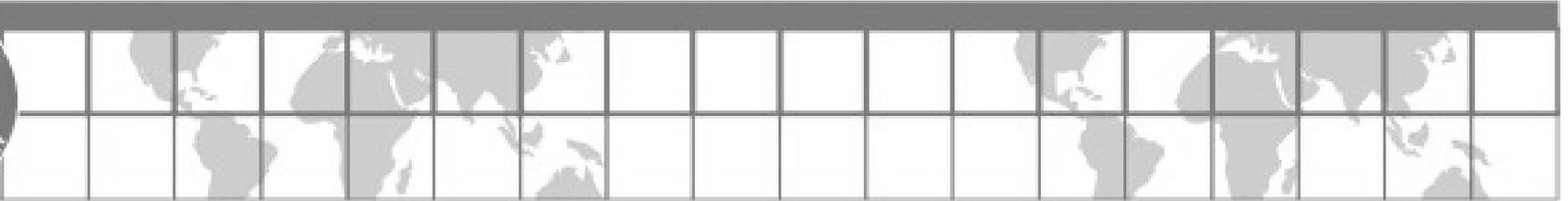


# Las Tres Patas del Coaching

?



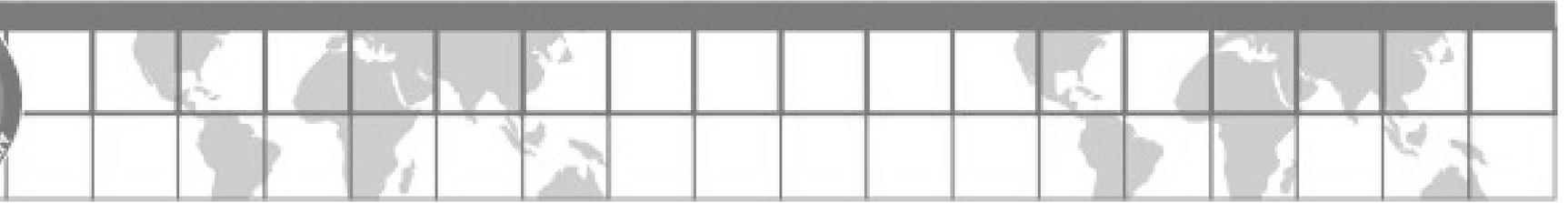
- Se centra en lo que **deseas** y en cómo conseguirlo.
- Conocer y vivir tus **valores** en el logro de tus objetivos.
- Cuestiona **creencias** limitadoras y refuerza las positivas mediante tareas que proporcionan feedback.



# Coaching = Metodología + Arte

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

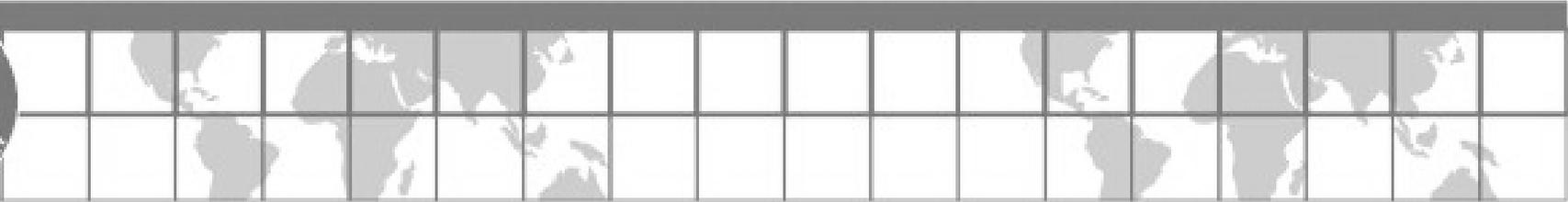




**Regala un pescado a un hombre  
y le darás alimento para un día,  
enséñale a pescar  
y lo alimentarás para el resto de su vida.**

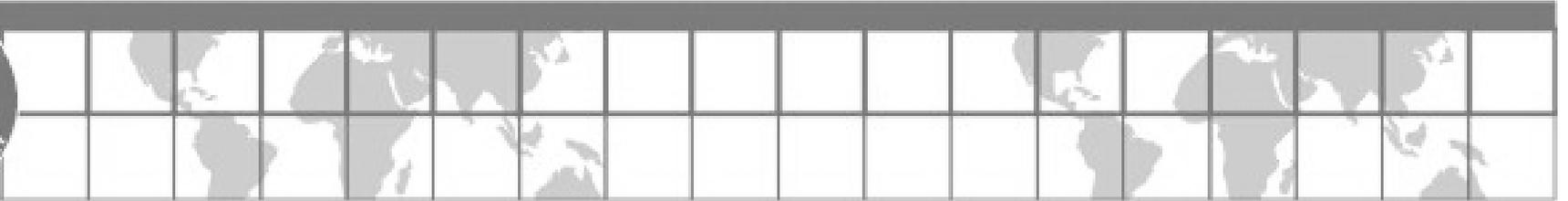
Proverbio Chino





# LIDERAZGO





**¿Secreto?**

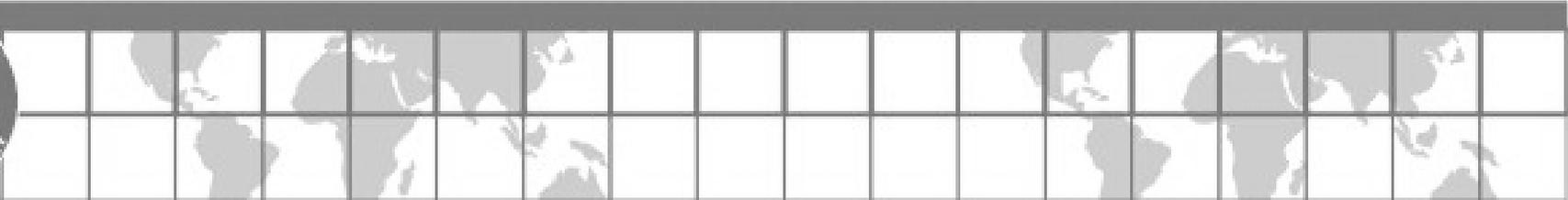






**La clave esta en las características personales y en los comportamientos**





**¿Los líderes nacen o se hacen?**



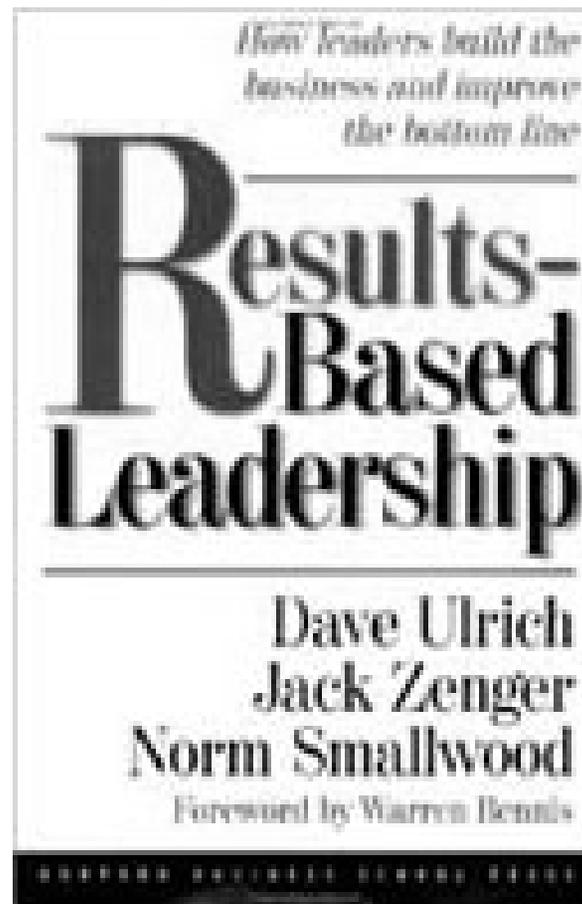


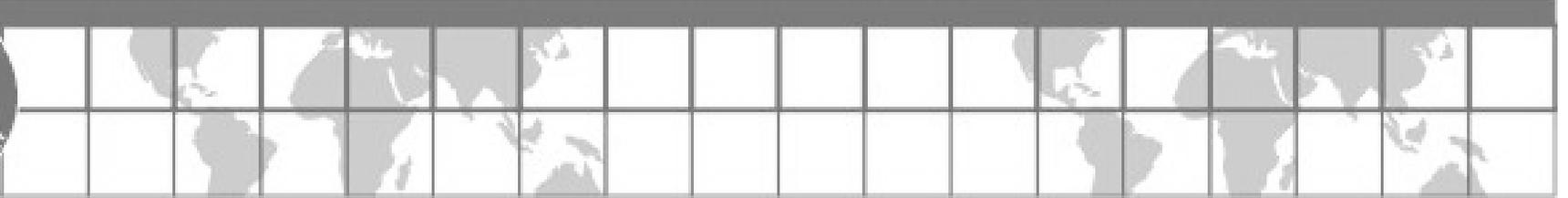
**El ser líder implica unos atributos que son adquiridos y aprendidos**





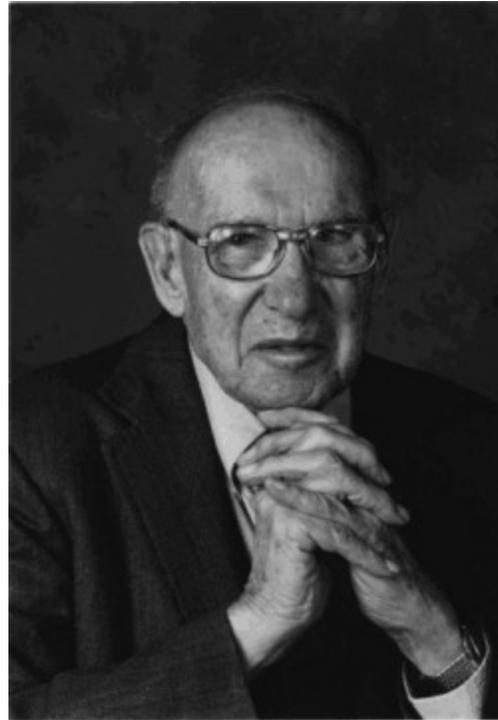
# Liderazgo basado en Resultados



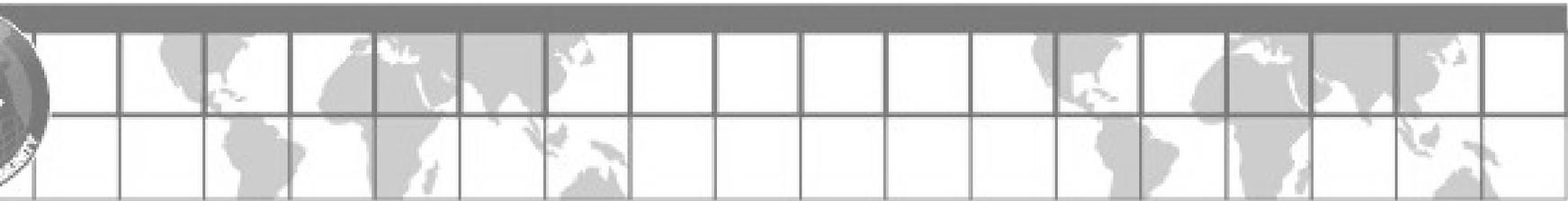


# Demasiadas definiciones de “liderazgo”



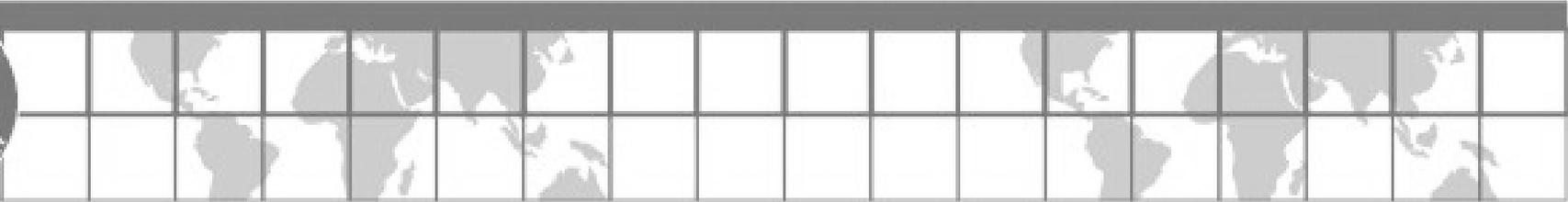


**“El liderazgo tiene que ver con resultados”  
Peter Drucker**



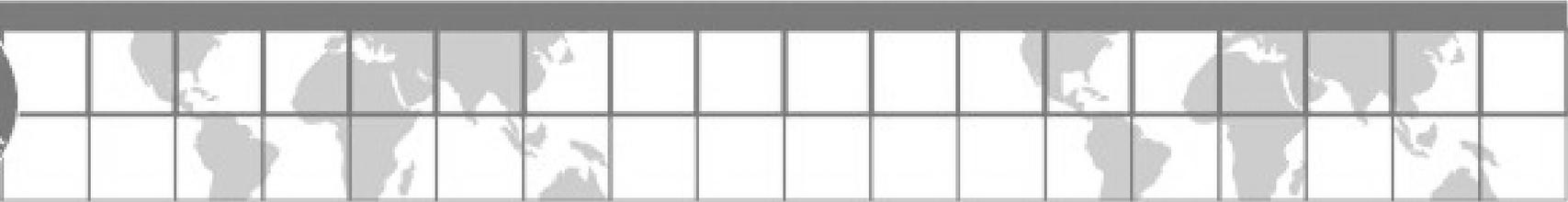
**Liderazgo Efectivo = Atributos x Resultados**





Liderazgo Efectivo = 2 x 9 = 18%





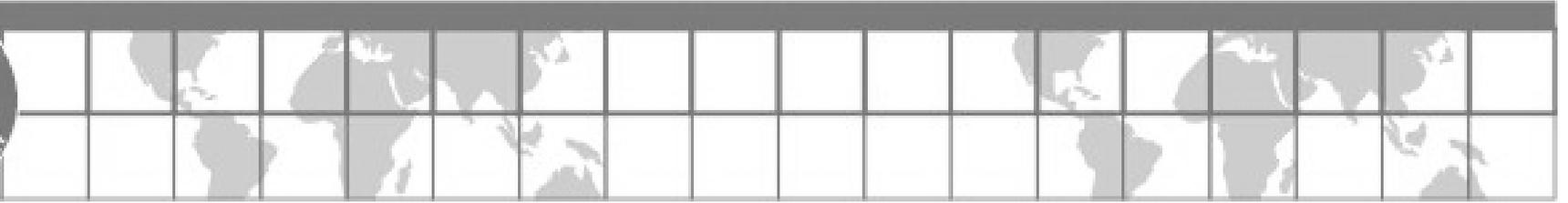
Liderazgo Efectivo =  $9 \times 2 = 18\%$





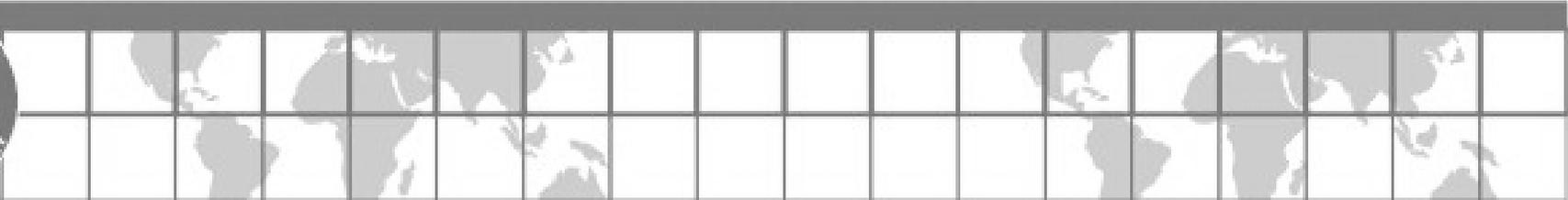
Liderazgo Efectivo = **10 x 10 = 100%**



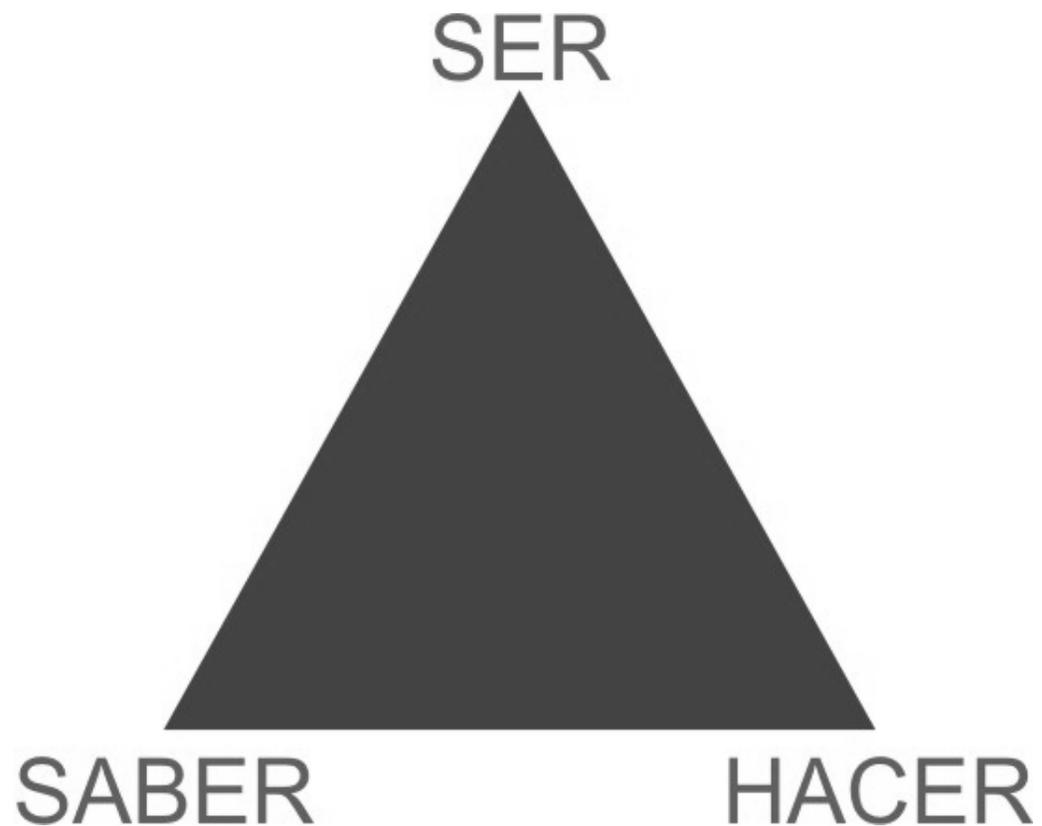


# Los atributos y los resultados representan el ADN del liderazgo



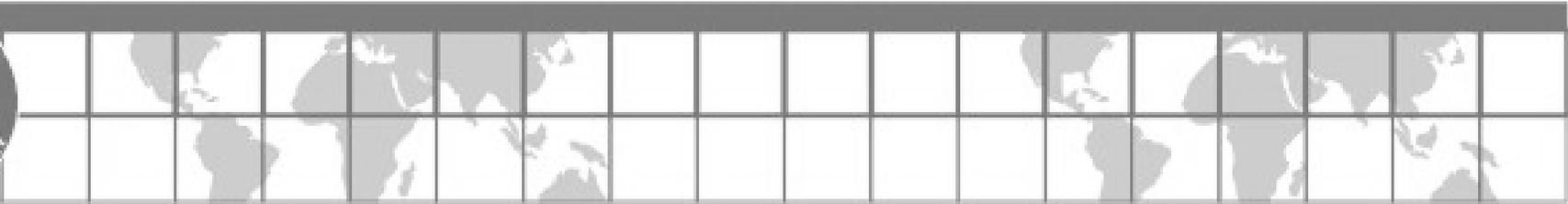


## Modelos de Atributos

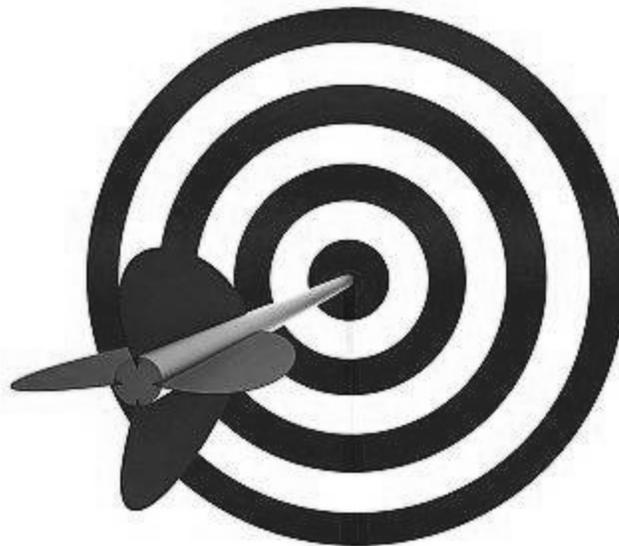


# Errores de los modelos de atributos





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

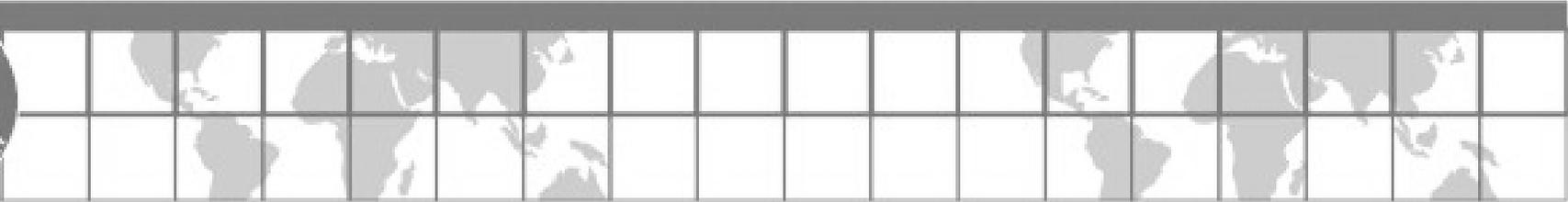




# Las conductas precisan las acciones observables a demostrar

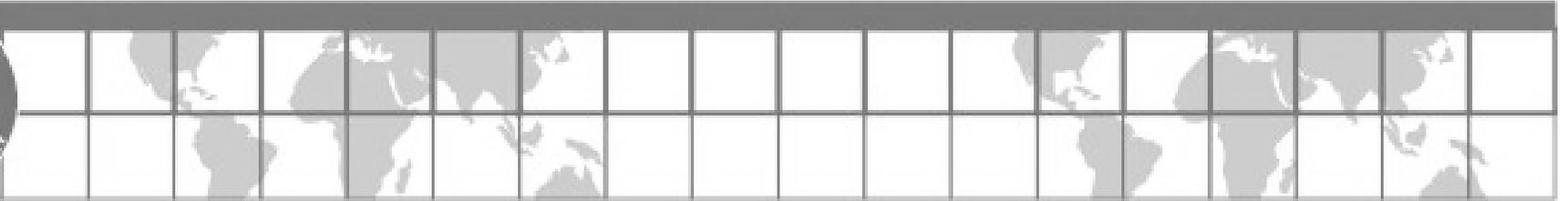
Performance Rating

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



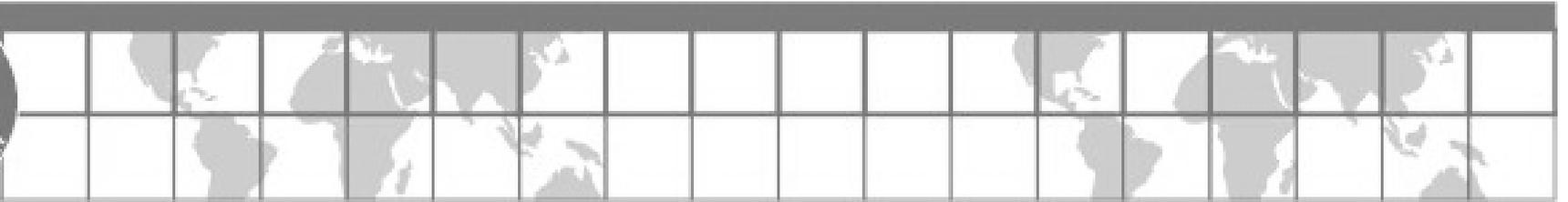
**FUNDACION**  
**e**mpretec  
**PANAMA**





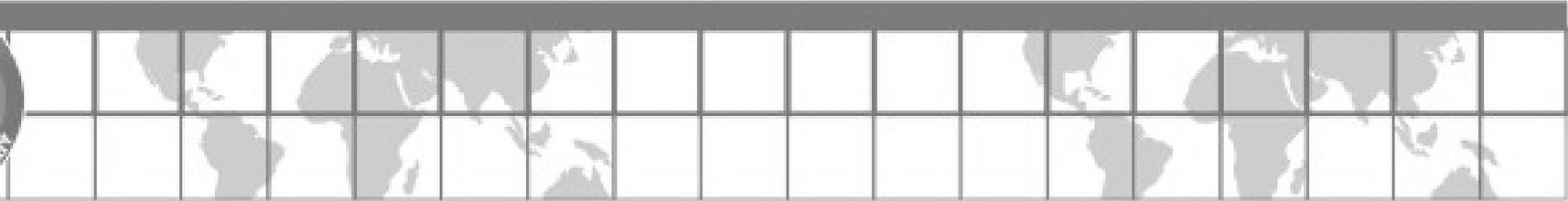
2. Los modelos de atributos de liderazgo ***a la medida*** son más importantes que los genéricos

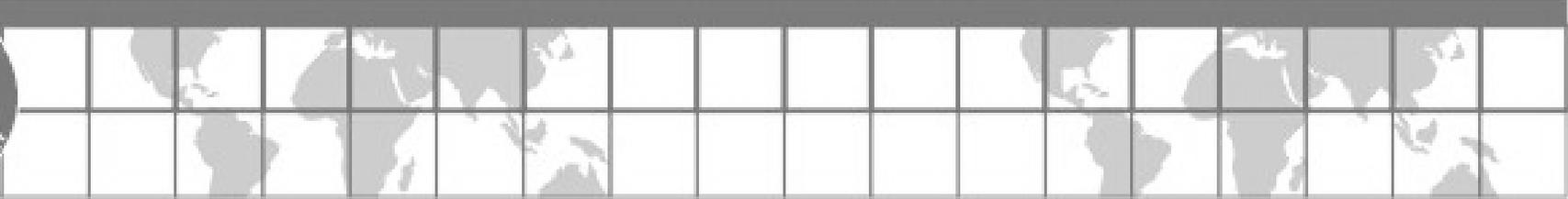




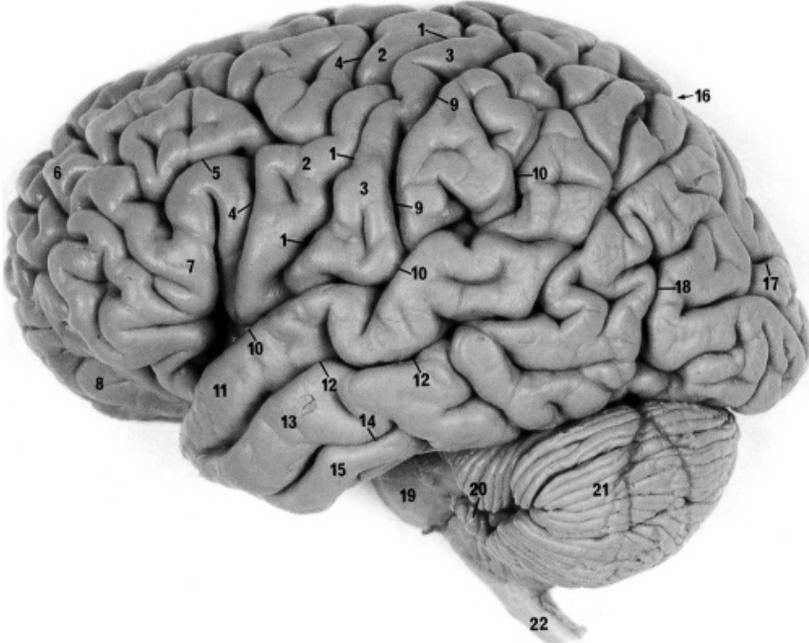
# Coaching

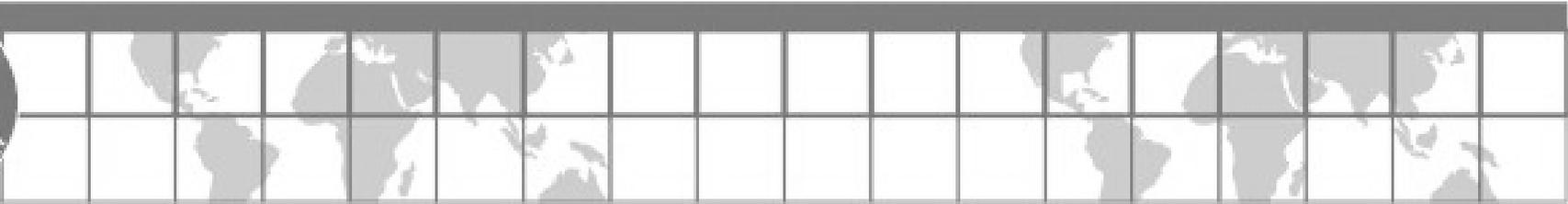




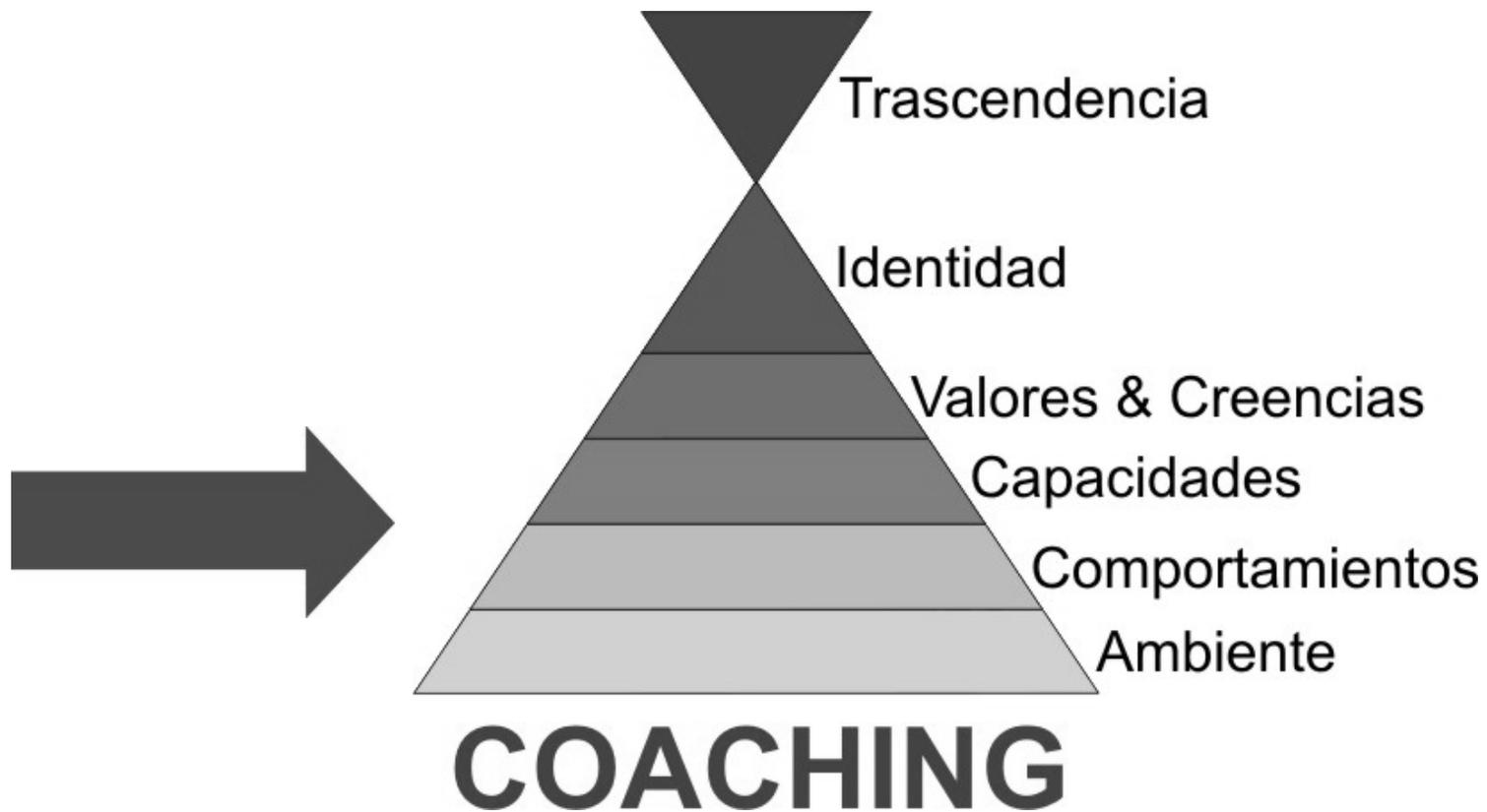


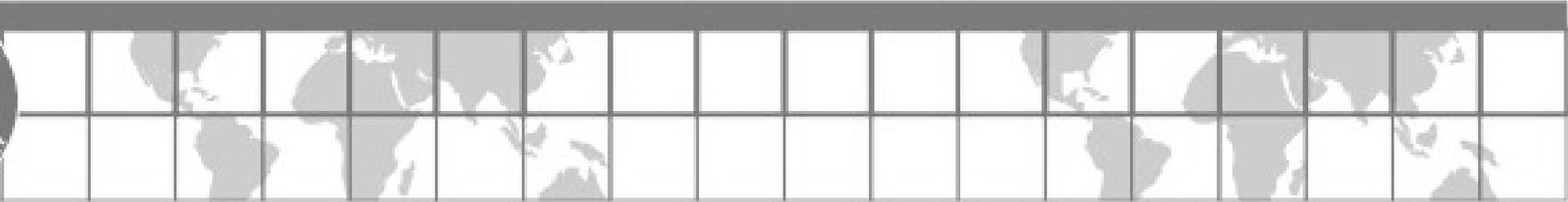
# Coaching = Desarrollo Mental





# Niveles Neurológicos





MEL · GIBSON

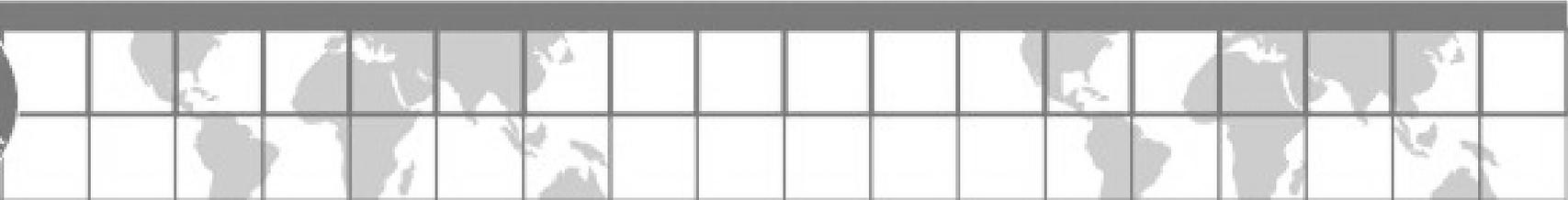
*Every man dies,  
not every man  
really lives.*

**BRAVEHEART**

PARAMOUNT PICTURES PRESENTS AN IDON PRODUCTIONS / LADD COMPANY PRODUCTION A MEL GIBSON FILM MEL GIBSON BRAVEHEART  
SOPHIE MARCEAU PATRICK MCGOHEAN CATHERINE MCCORMACK COSTUME DESIGNER JAMES HORNOR EDITOR JOHN TOLL, A.S.C. EXECUTIVE PRODUCER STEPHEN WEEVEY  
PRODUCED BY RANDALL WALLACE DIRECTED BY MEL GIBSON AND ALAN LADD, R. AND BRUCE DAVEY  
DISTRIBUTION A FILM BY  
KOBAL COLLECTION / U.S. AND CANADA  
**OPENS WEDNESDAY, MAY 24**

©1995 Paramount Pictures. All Rights Reserved.

FOTOS.ORG



#1 Bestselling Author of  
*The 7 Habits of Highly Effective People*

**Stephen R.  
Covey**

**The 8th  
HABIT**

From Effectiveness  
to Greatness

15  
Inspirational  
Companion Films  
available online at  
[www.The8thHabit.com/films](http://www.The8thHabit.com/films)

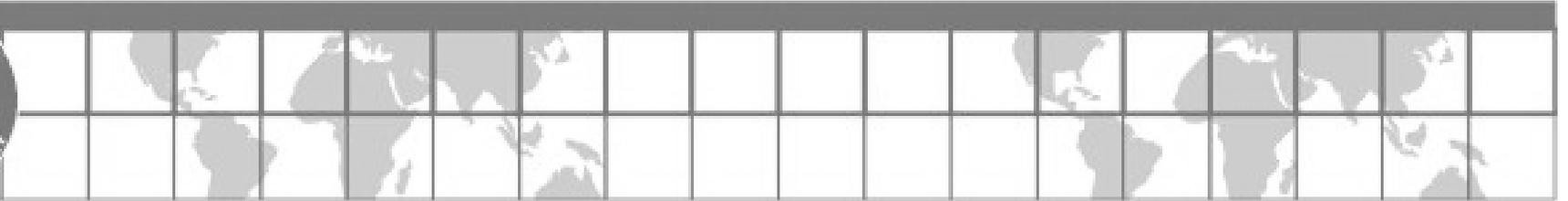
Copyrighted Material



**Hemos sido llamados al concierto de  
este mundo para tocar de la mejor  
manera posible nuestro instrumento**

Rabindranath Tagore

---



[patako@cwpanama.net](mailto:patako@cwpanama.net)

