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OSCAR Coaching Model

Mr Andrew Gilbert

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This book is written primarily for managers and aspiring managers wishing to develop their coaching skills. There are a lot of excellent books available on the subject of coaching - but most of them are aimed at existing coaches or people wanting to become coaches. Very few of these books are specifically written for managers looking to coach their staff. For many years we have focused on training managers how to coach their staff members. During this time, it has become apparent that there is a significant difference between pure coaching and the type of coaching expected of a manager. The role of a coach is to help others to improve their performance in any aspect that is important to them. The manager's prime task is also to encourage and improve the performance of their staff. It is this aspect that makes coaching such a useful skill for managers. However, a professional coach does not have responsibility for the ultimate performance of their coachees. In fact, when the professional coach finishes their contract they quite literally walk away to the next contract. Managers do not have that luxury. Ultimate responsibility for performance resides with the manager. They cannot walk away and say 'job done'. They need to be managing the performance of their staff on an ongoing basis. The OSCAR Coaching Model is the ideal framework to enable managers to use coaching techniques to unleash the potential of their team - whilst ensuring that a robust and ongoing process of performance evaluation and review is created.

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