



[Becoming a Coaching Leader](#)

By Daniel Harkavay

★★★★★ (5 stars)

Buy this book if you:

- *Coach business leaders or people within your company*
- *Want a system of tools for business and life coaching*
- *Want an inspiring look at how coaching can change organizations*

It's not often that I find a book that I say, 'You gotta read this!' but Harkavay's book on coaching business leaders is one. Directed toward both coaches and business leaders who want to coach those under them, *Becoming a Coaching Leader* is a great exposition on how to create a coaching culture within an organization.

What You'll Learn

The book targets business leaders with the idea that as a manager, success and fulfillment come by investing in the people who work under you – in other words, you'll succeed as you help them succeed. What Harkavay (who also leads Ministry Coaching International) has done in essence is Ephesians 4:11-12 to the life of a manager or business owner. I like his passion for focusing on others instead of on self, which is the heart of the coaching approach.

The book also explains the coaching system for working with business leaders used at Building Champions. In the author's experience, most business leaders come to him for priority management: to get control of their time, schedule, and task list. Harkavay's approach is to refuse to work with tasks and schedules until you've defined strategic objectives: where are you going, and what do you want in business and in life? The process he lays out includes four steps:

1. Developing a Life Plan. Figuring out your overall objectives in life.
2. Creating a Business Vision: your ideal picture of where you are going in business.
3. Developing a Business Plan: a simple, one page overview of what you need to accomplish by when to reach your vision.
4. Priority Management: Using your vision and plan to define your schedule.

This kind of system helps you define your key tasks as a coach and convey that plan to your client. Copies of some of the key tools are provided on-line as downloads so you can use them in your own coaching.



While the book includes a lot of tools and examples, it needs the addition of sample coaching dialogs to provide a better picture of how to apply them. Also, be aware that since the book is targeted toward managers coaching their direct reports, it is not a pure coaching model. In this kind of setting the manager brings some of the agenda to the coaching relationship.

Summary

This book is a great read for those who coach business leaders. It has tools, downloadable resources, many examples and an inspiring, biblical underlying philosophy of coaching. It is also well written. I like the systems approach to coaching: if you are new to this, it gives you an overall strategy to work from. I highly recommend this book

Reviewed by:

Tony Stoltzfus, Professional Coach & Coach Trainer

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