

Philip C. Bergey

WHAT I BELIEVE ABOUT COACHING

People: Most people want to grow and live a meaningful life. When I agree to coach someone, I do so with the belief that my client is naturally creative, resourceful, and whole. Coaching provides a setting to release and develop what is inside someone. Coaching also creates a place from which a client's assumptions about self and barriers to growth can be safely and thoughtfully challenged. Above all, coaching provides perspective so clients can live fully and successfully.



Leaders: There is no single "right" way to lead. The best leading happens when a leader has sufficient self-understanding to consistently be open to growth and transformation. Great leaders are always learning, always growing. Great leaders also consistently work to understand their role and how best to serve in their context. Great leaders have the capacity to understand the unique needs of their team members and are able to coach and mentor them in ways that effectively enhance their growth and development as individuals and as a team.



Systems: To paraphrase the English poet John Donne, no one is an island. We all live and work within human systems. These systems—whether at home or in business or any social setting—influence and shape how we develop through life. Leaders always need to understand their role and relationship with/to/in the systems they serve.



Change: As you know, today more than ever, nothing is as constant as change (Heraclitus). Yet leaders frequently seem surprised by or unprepared for the challenges around leading change. Change can be understood in many ways, including **scope**—transformational or incremental, **intentionality**—planned or unplanned, and **source**—innovation or imitation (Dyck and Neubert). Executive coaching involves helping people understand their unique relationship with change and helping them learn approaches to change that fit their personality and leadership style.



Communication: Communication is central to human existence, and yet it remains one of the most challenging aspects of relationships. Serving as an executive and process coach, it is my job to help leaders be as candid as possible with themselves about their communication strengths and weaknesses. Communication is much more than the words we use. It includes how something is communicated, or even what is left unsaid, and it is always at the mercy of whether or not there are shared assumptions about the meaning of specific words or intentions. In leadership, giving and receiving feedback is a vital part of success.



Let's Talk.

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