

Coaching and Mentoring

Coach Randy Esguerra

December 5, 2013



PEREZ TO
QATAR JUDITH S.

ZABALA, JUDITH S.

11 in
FAM
Surv
#09085

Message to
to help
reach
help
anxiety
by help
Don't
Worry
safe
Do better

Don't
Worry
safe
Do better

UNIVERSITY OF THE PHILS

Antique students All survive - 09059976609

LEONARDO BACLA-M JR.
OK lang Ko - 09066360182

Cale Negad - I'm ALIVE! =>
09106007930 (ps try my num)
enigro c. Alcega - alive 09198815241

09708771905 - ALIVE
JAMES PELIGRO
All SURVIVOR
Flores and Airborn
Christian Jay
Survive
Krislyn Pamrest

BUHIKAMI
TANANI
PALACIO FAMILY

To: Beverly Barbosa

and Pelayo
Pizarro

A

Don't worry about me
now in the 4000 plane

Yazar
Abrigo
Monte
0915922278
0938464423

WE ARE ONE.

ONE NATION* ONE PURPOSE* ONE VOICE*

KICK-OFF
EVENT

#WeAre1

Some of the best professional speakers and trainers of the Philippines unite in giving a series of benefit seminars. Be empowered in your personal and professional life. Proceeds of the seminars will be donated to the relief efforts in the Visayas.



RICKY DE VERA
International Certified Trainer



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Power Speak



PIDO AGUILAR
Abundance



BORIS JOAQUIN
Master Trainer, Leadership



RANDY ESGUERRA
Success Coach



JC LIBIRAN
Campus Missionary



JANETTE TORAL
Digital Filipino

BE EMPOWERED.

Watch out for more "We Are One" events.

DECEMBER 7, SATURDAY
9:00AM - 5:00PM

VISTA CENTER,
UGF Worldwide Corporate Center,
Shaw Boulevard, Mandaluyong City



For more information, please contact:

VONJ TINGSON
+632 622-5477
+63917 311-8005
www.trainings.ph/weareone







- 1.) Vocabulary**
- 2.) Experience**

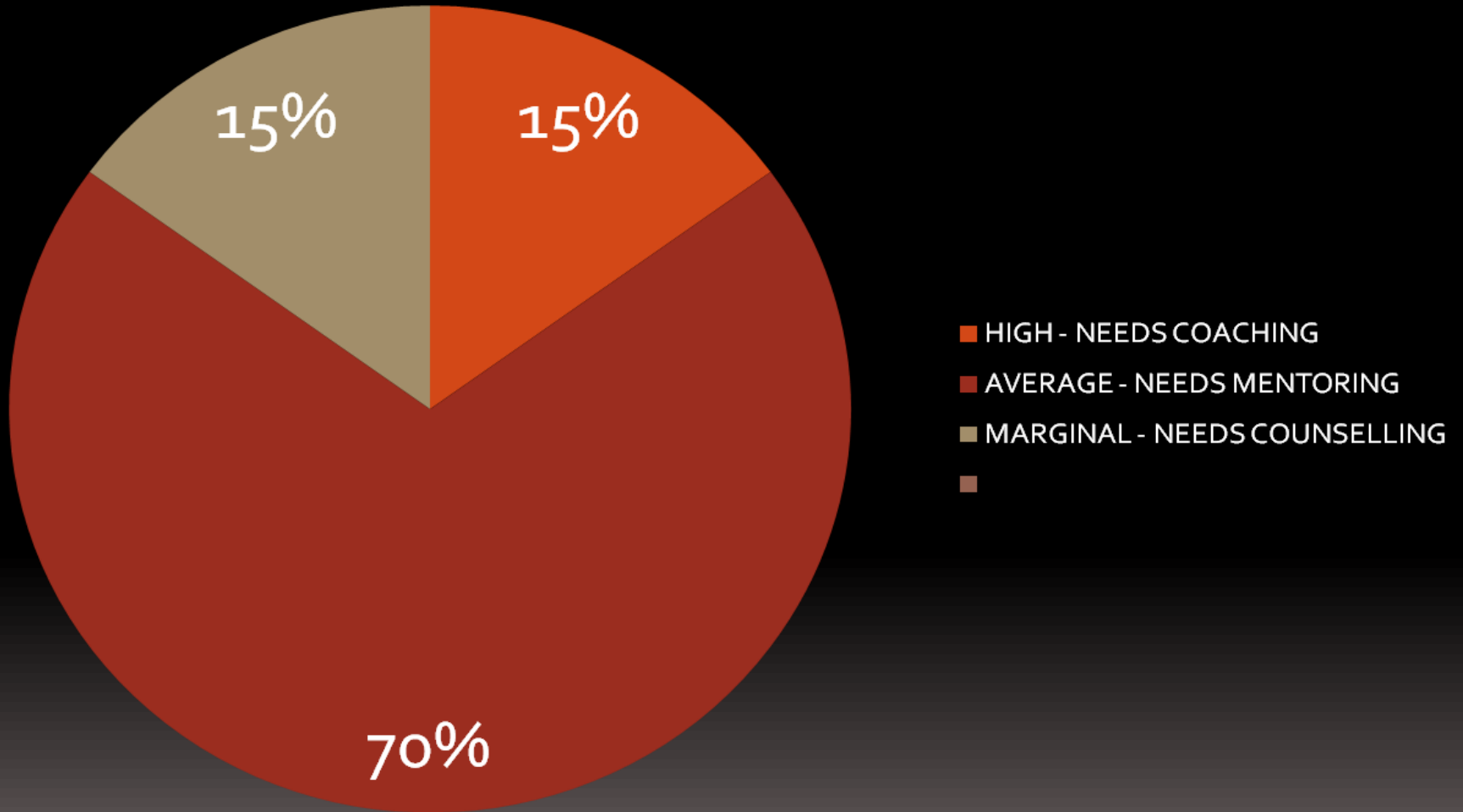


- 1.) Competence**
- 2.) Behavior**

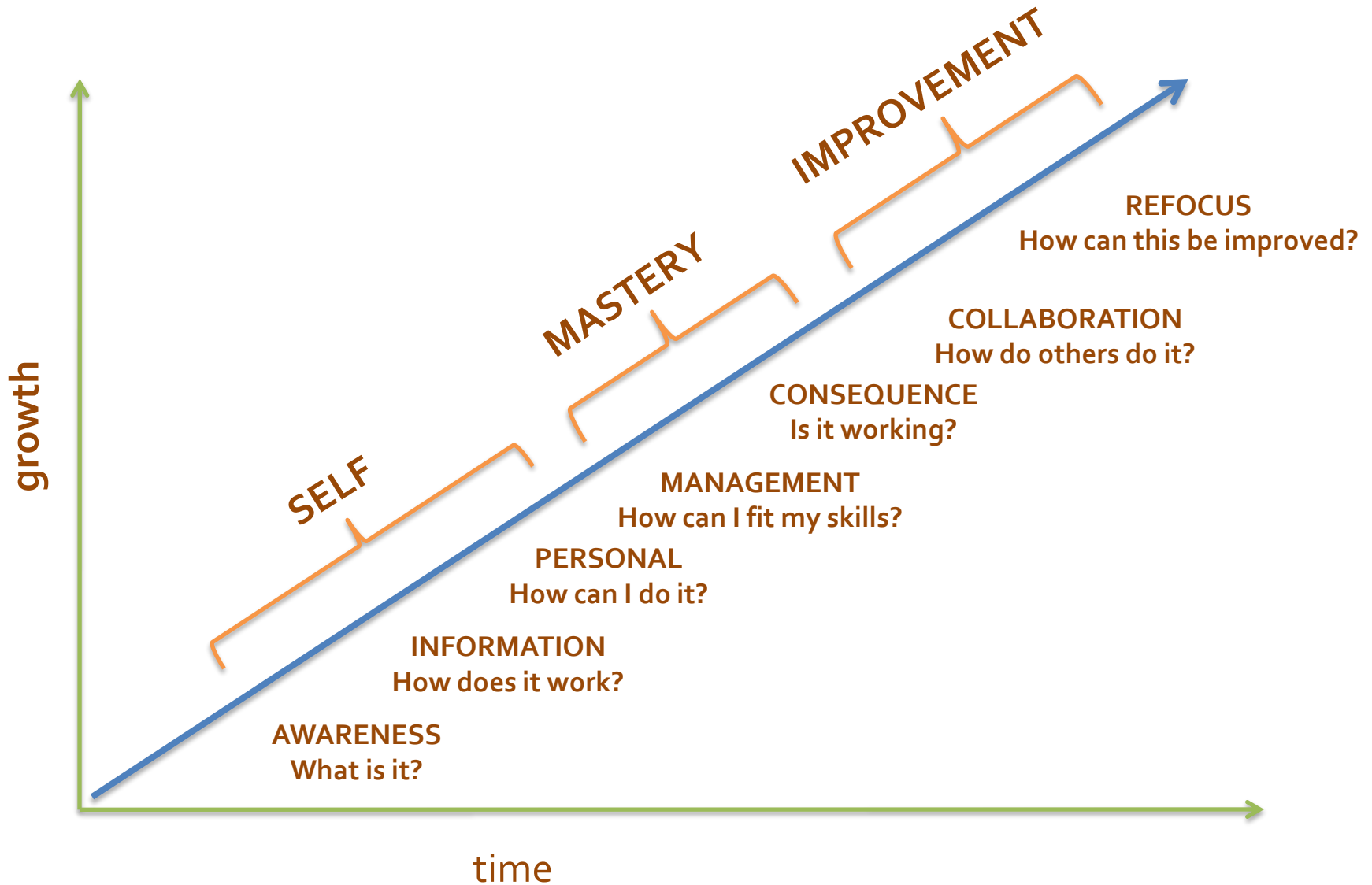


- 1.) Competence = Mentoring**
- 2.) Behavior = Coaching**

EMPLOYEE PERFORMANCE

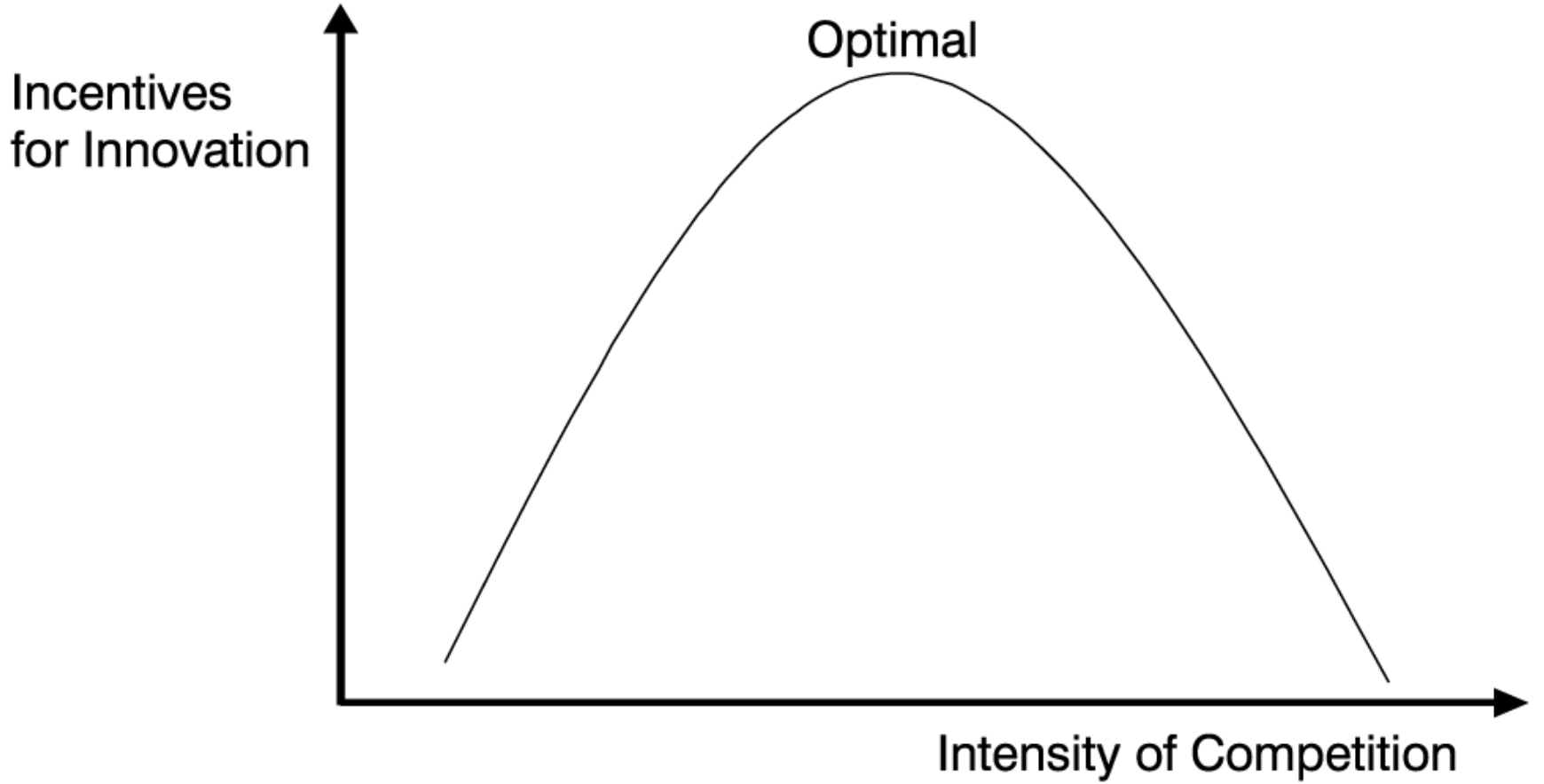


CBAM Concerns Based Adoptions Model



MENTORING TIPS:

- 1.) Excel in what you do
- 2.) Ask them to ask, debate if they must
- 3.) Synthesize, then synergize
- 4.) Build a framework
- 5.) Focus on distinction
- 6.) Require excellence and integrity
- 7.) Share the vision
- 8.) Let them shine

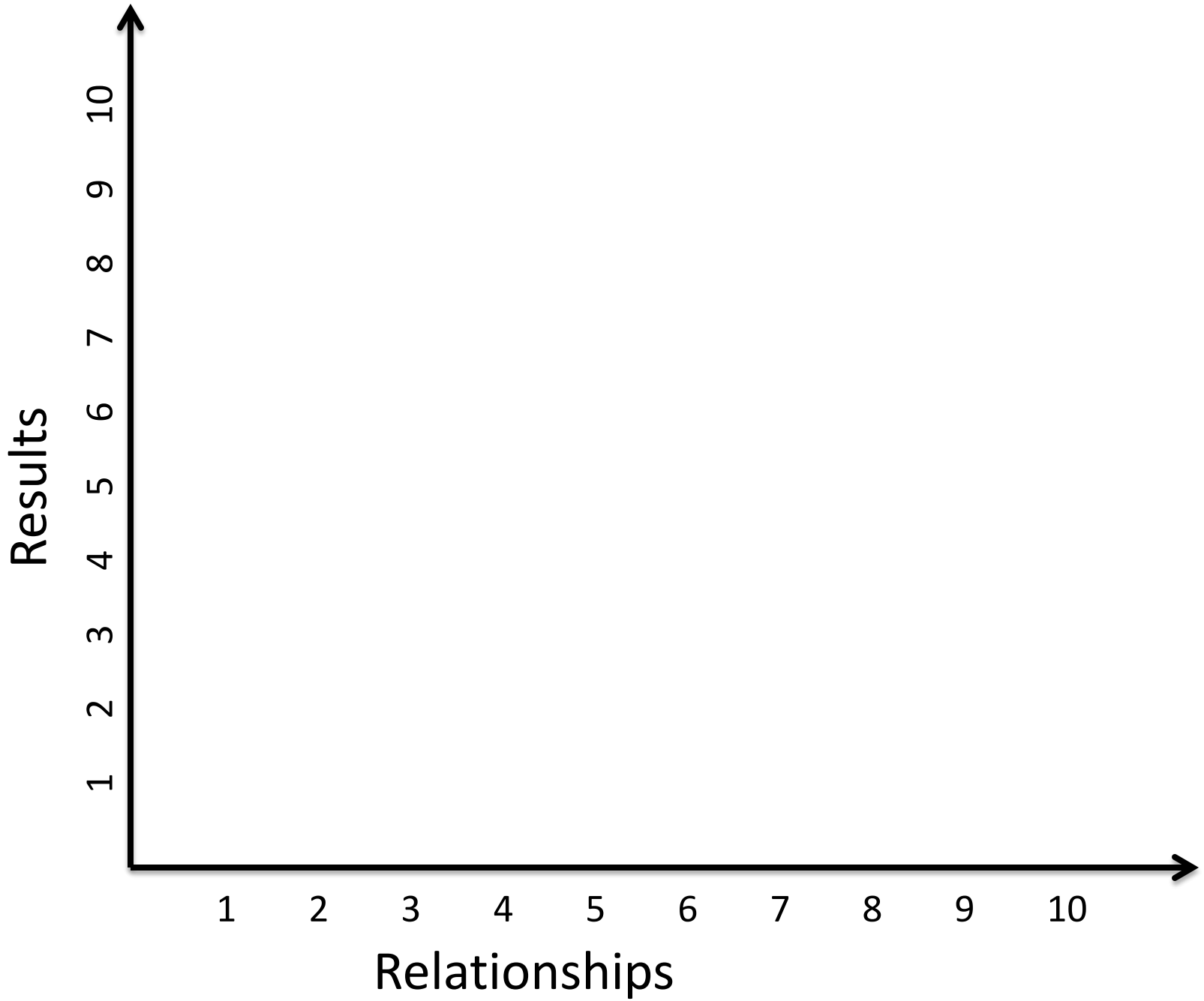


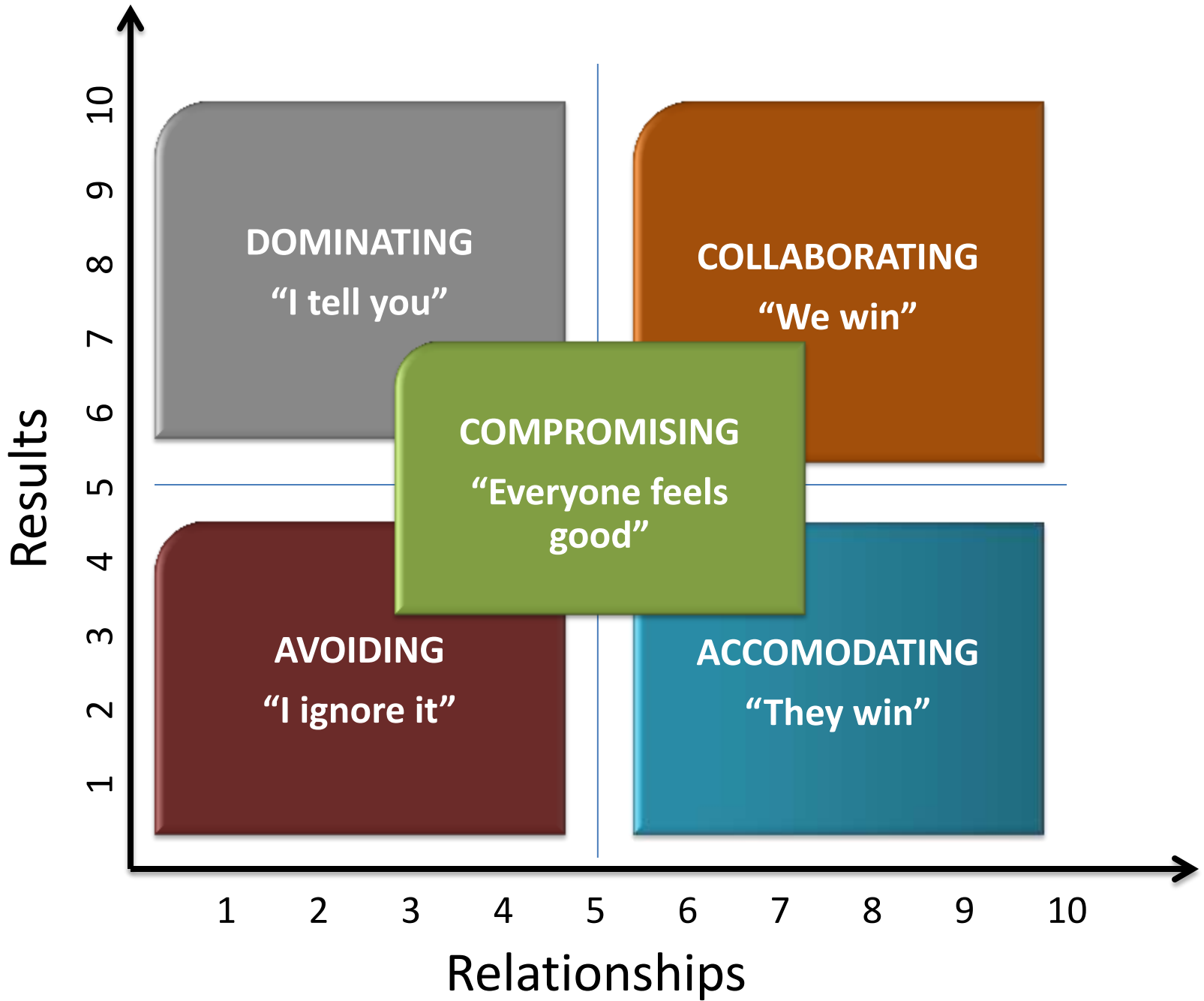


The Rock

- **Don't provide the answers**
 - **Encourage learning**
 - **Optimize resources**
- **Share a common language**







Common Language

- **Never apologize for who you
are**



Common Language

- **Never apologize for who you are**
 - **Be the brand**



my heart bleeds for the eagle, my mind is rejoicing for michene gumabao...one big fight lady eagles but not great enough...congrats lady spikers for the 3peat...

Like · Comment · 50 minutes ago ·

2 people like this.



Write a comment...



'Konrad Ong'

Bigby's Abreeza Mall - lousy food. Don't eat there.

Like · Comment · Share · about an hour ago near Obrero, Davao City ·

2 people like this.



Leo Cayabyab Thanks, for Warning K O!
about an hour ago via mobile · Like



Elwin Noche eat in yellow fin
34 minutes ago · Like



Write a comment...



Reg Rubio

karamihan sa mga driver ng UV Express na FX mongoloid.

Like · Comment · Share · Yesterday at 3:32pm ·

218 people like this.

View 22 more comments





ser.

IE



Budweiser
KING OF BEERS
— 1876 — 2013 —

**BARBECUE
SAUCE**



Budweiser
KING OF BEERS
— 1876 — 2013 —

**SMOKED
SAUCE**

ALING TINAY HILOT

Pilay - 100 PESOS
Masahe - 300 PESOS
Buntis - 500 PESOS

--SPESYAL SIRBIS--

KULAMIN ANG TISMOSA - 2000 PESOS
GAYUMAHIN ANG BABAE O LALAKI
SPESYAL DESKAWNT - 4,500 PESOS

--CHAT SA KALULUWA--

5 MINUTES - 100 PESOS
10 MINITS - 150 PESOS
30 MIMITS - 250 PESOS
UNLI ----- 500 PESOS

Common Language

- **Never apologize for who you are**
 - **Be the brand**
- **Understood & appreciated**



Common Language

- **Never apologize for who you are**
 - **Be the brand**
- **Understood & appreciated**
 - **Be a problem seeker**
- **People are never the stars**

We waited
30 min.
NO SERVICE

Points To Remember As a Coach

Make the relationship first order

You are a sounding board, a confidante not a dictator

Prioritize continuous improvement

Focus on skill as much as behavior

Identify the goal and what's needed to get there

Let them find the answers themselves

Use the 1:1:1 rule

Praise, praise, praise!







SÜCCESSCÖACH
never stop improving



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@coachrandyesguerra

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