

Coaching at Work Annual Conference

# Excellence in organisational coaching & mentoring:

Empowering, engaging & inspiring people at work

3rd July 2019, London

Coaching  
at Work

## Coaching at Work Annual Conference 3<sup>rd</sup> July 2019 Holiday Inn Bloomsbury, London

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# Coaching

## The Entrepreneurial Personality

### Expectations, Realities & Potential

Coaching at Work – July 3 2019

# Coaches Supporting Young Entrepreneurs

Yours, Today:



Kathryn Pope, PCC  
UK



Gaëtane Lenain, ACC  
Belgium



Lena Gustafsson, PCC  
Sweden



Barbara Asimakopoulou,  
PCC  
Greece

# Coaches Supporting Young Entrepreneurs &



Ave Peetri, PCC  
OMAN



Beatrice Melin, MCC  
FRANCE

aka CSYE : Since 2016 - EMEA region  
Experienced ICF credentialed coaches  
Entrepreneurs are a significant part of our client base

Pro bono Activities : Facebook community  
webinars & online events  
support entrepreneurs & promoting ICF coaching

# SOME OF OUR EVENTS

## INTERNATIONAL COACHING WEEK 2017-2019



INTERNATIONAL COACHING WEEK

FREE WEBINAR

April 30, 2019, 5.00 pm CET

The Entrepreneur's Dilemma  
Emergency vs. Strategy

HOSTED BY: COACHES SUPPORTING YOUNG ENTREPRENEURS

The Entrepreneurs' Resources  
ATTRACTING AND LETTING GO



INTERNATIONAL COACHING WEEK 2018

May 7 12:30 pm - 2:00 pm CEST

FREE ONLINE WEBINAR



COACHES SUPPORTING YOUNG ENTREPRENEURS

JOIN OUR GROUP



INVITATION

TAKE OFF YOUR BUSINESS

Free live WEBINAR FOR Young Entrepreneurs

May 15<sup>th</sup>, 2017

13.00-15.00 CET

WHAT

How coaching has supported young entrepreneurs in

- growing their business and
- developing from Chief of Everything to CEO.



INTERNATIONAL COACHING WEEK 2017



Registration: <https://attendee.gotowebinar.com/register/1400556094241649665>

# Today

Increased awareness

Why coaching is valuable for entrepreneurs

Why coaching entrepreneurs is valuable for coaches

Some do's and don'ts we learned



Coach  
internal/external



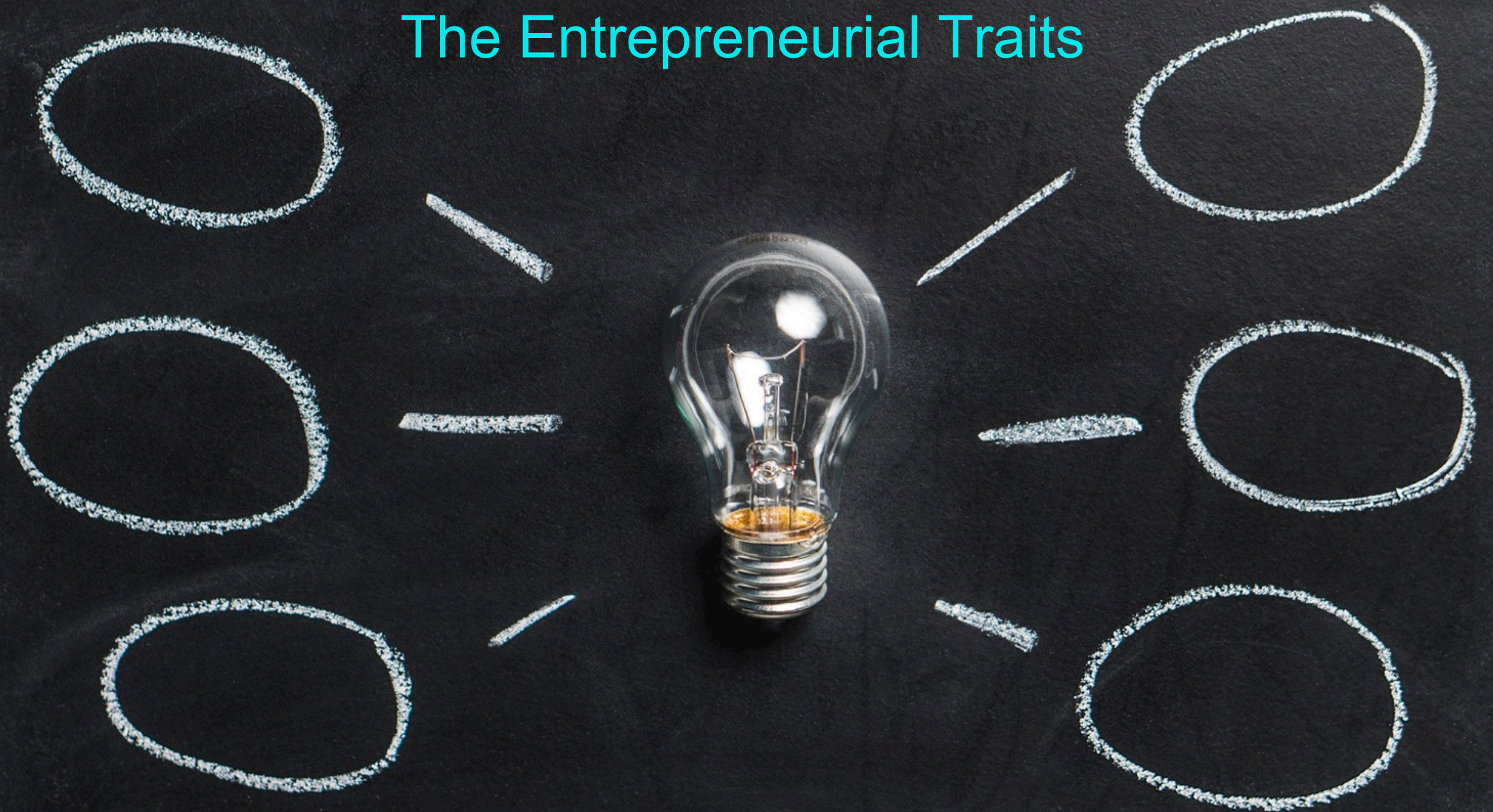
Buyer of  
coaching

Entrepreneur

Other

Coach and  
Entrepreneur

# The Entrepreneurial Traits





# Entrepreneur bingo

Visionary	Fast	Possibility thinkers
Business owner	Drive	Risk taker
Innovative	Hard working	Stressed

The background of the slide is a dense, overlapping pattern of colorful plastic gears in various sizes and colors, including yellow, red, green, blue, purple, orange, and white. Some gears have text printed on them, such as 'PARTNERSHIP', 'PROGRESS', 'AUTOMOBILES', and 'TEXTILES AND GARMENTS'.

# Types of Entrepreneurship

Solo

Family

SME (Small-Medium Sized Enterprise)

Intrapreneur

...

# Key Challenges of Entrepreneurs

A top-down view of several people's feet wearing different styles of sneakers and shoes, standing on a cobblestone path. The text "Key Challenges of Entrepreneurs" is overlaid in the center. The shoes include a yellow sneaker, a red sneaker, a dark grey sneaker, a tan sneaker, a white sneaker with a red cross, a dark blue sneaker, a black sneaker, a tan sneaker with brown laces, and a white sneaker. The people are wearing various pants, including blue jeans and dark trousers.

How to Hold this Space as Coaches?





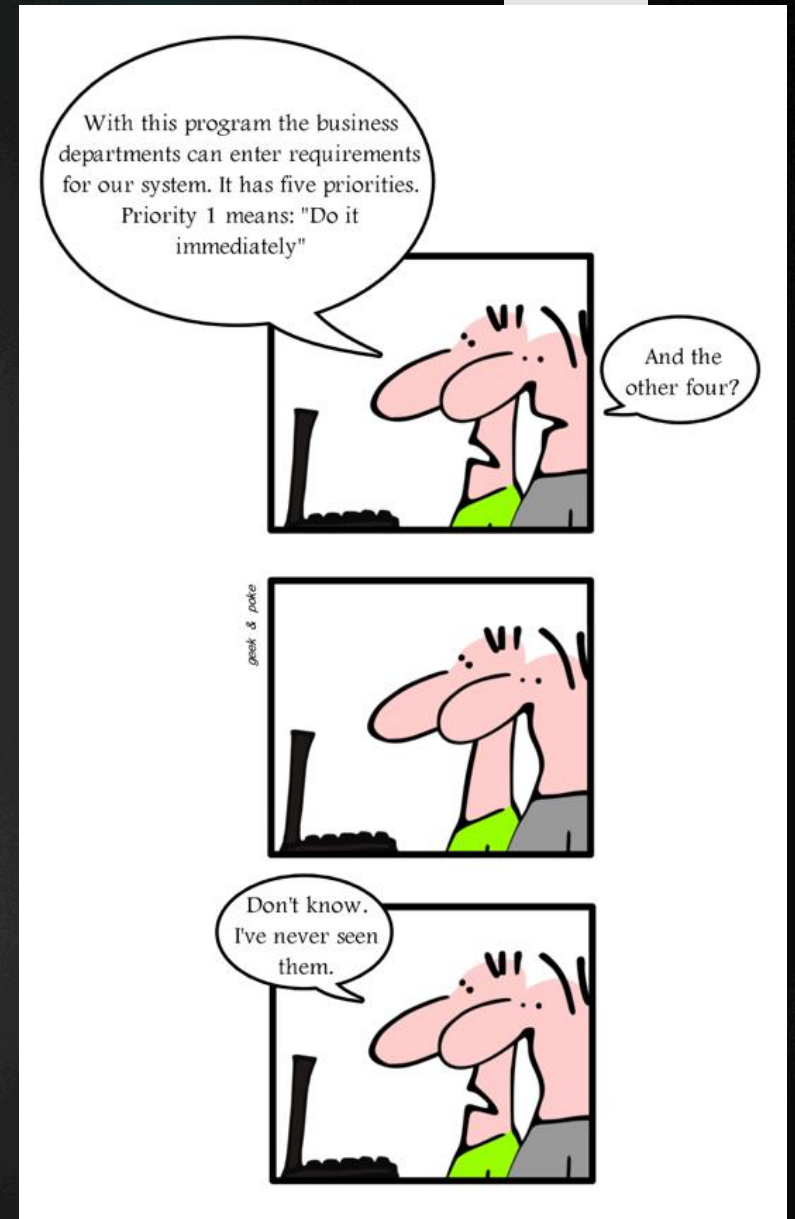
# Our Challenges as Coaches

- Be flexible
- Speed/Fast
- Advice/answers
- Getting sucked into the urgent/fast mindset
- Our emotional mindset



# Useful Tools for Clients

- Entrepreneur's Priority Matrix





# Useful Tools for Clients

## - Entrepreneur's Priority Matrix\*



\*Inspired by Covey's priority matrix – Stephen Covey – 7 Habits of Highly Effective People



# Useful Tools for Clients

## - Vaden's Focus Funnel

1. Can it be eliminated?
  2. Can it be automated?
  3. Can it be delegated?
  4. Can it wait? - if yes, POP, procrastinate on purpose
- If no - take action





# Useful Tools for Clients

- Reflection
- Coach being that speaking partner
- Clean Space

# Differences in Coaching Entrepreneurs?

- Speed and flexibility
- Big and small, challenges intertwined
- Risk taking mode

# Common Traps. Don't...

- Get caught up in the story
- Get tricked into advice giving
- Get sucked in

## Do...

- Stay clear
- Stay coaching
- Hold the space
- Give yourself room to tune your instrument.  
Pauses, mentoring, supervision.

# The INtrapreneurial Opportunity

The INtrapreneur has all of the traits of the entrepreneur but is within your organisation.

Meeting their needs will give you an excellent opportunity.

What is needed?

Regional  
Stereotypes?





# Top Strengths



Startup Skills  
Technology absorption  
Internationalisation



Product Innovation  
Risk Capital  
Networking



Opportunity perception  
Product Innovation  
Opportunity Startup



# Top Challenges



Risk Acceptance  
Networking



Risk Acceptance  
Competition



Process Innovation  
High Growth





# Top Challenges



Entrepreneurs  
=  
risk lovers



# Top Challenges



## REFERENCES

“The Global Entrepreneurship Index 2018” by The Global Entrepreneurship and Development Institute

“Global Entrepreneurship Monitor 2018/2019” Global Report by Niels Bosma, Donna Kelley and the Global Entrepreneurship Research Association (GERA)

SHOULDERS

→ go get it →

## Join us

Article in next Coaching at Work magazine

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Or on Linked In

[Coaches supporting young entrepreneurs](#)

# Connect

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