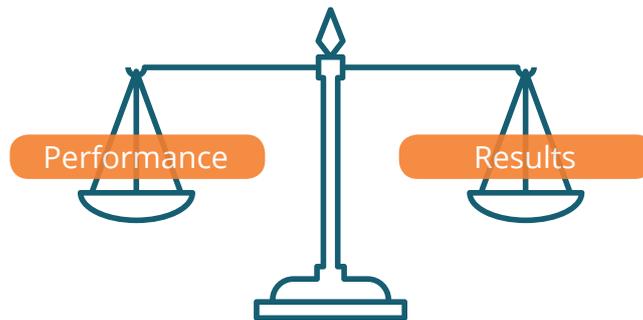


# A COACHING INSIGHT: THE 2PS AND THE 2RS



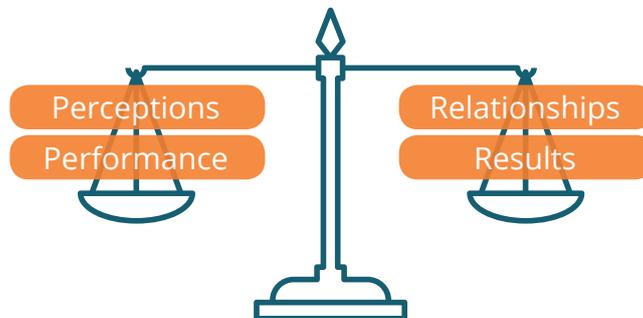
This is a theory which is borne out by analysis of a string of coaching assignments, all of which have a common pattern and root cause.

As young professionals, in whatever line of business, we tend to believe that all is well as long as we perform and get results, and that all will be well in the future as those above us will see our talent and we will be rewarded. But the reality is that the game changes as we progress in our careers and the 2Rs are only part of the story.



**Performance** and **Results** thinking takes us so far but one day something happens and all of a sudden we have more visibility and more responsibility. It could be that we are offered a promotion or the opportunity to do a major presentation. The change however triggers the beginning of a new era where four boxes need to be managed, not just Performance and Results.

The other two are **Relationships** and **Perceptions** – both need managing together with the acquisition of new skills, behaviours and understanding. We may just pick these up or a mentor or sponsor may help us and let us into the secret of how to manage ourselves taking into account all four ingredients.



Effective coaching not only raises awareness and understanding of the issue but can also make a dramatic impact on enabling the development of a fresh mind-set and a fresh set of relationship management and personal presentation skills and behaviours.

As an additional point, I think this also explains why many do not develop relationship networks outside of work and at times of need in job and career change lack the social support infrastructure that can be so helpful for advice, contacts and to help spot opportunities.

I believe that this blind spot and the associated lack of investment in relationships has accounted for around a third of all TDA's coaching assignments.

**Chris Dunn**

*July 2018*