



# MONDAYS

*with Mike*

## The 3 C's of developing others . . .

As parents, spouses, managers, coaches, executives, teachers, friends, and all roles that have an impact on bringing out the best in others, we sometimes get stuck on how to create the right environment to develop the skills and talents of those that we impact. We can get lost in the confusion of so many details to consider!

I have crafted a model that can guide us as we place those details. It is called the 3 C's of developing others: Comfort, Coaching, and Complement.

Let's break those down:

**Comfort.** We must address the environment that surrounds those that we lead. What factors need to be in place and what factors need removed, both in the physical environment and in the cultural environment. There needs to be an understanding of the rules, norms, communication rhythms, and a common language. What skills and talents do they possess that we need to celebrate and engage. There must be consistency in the expectations and feedback about how they are doing.

**Coaching.** There needs to be a person or persons that know the skills, needs, and expectations of the Comfort zone. High truth and high grace conversations must be a regular part of the engagement process. Time for reflection, space for uncertainty to be embraced, and feedback on performance in tangible, observable, and measurable formats are a must. Logical consequences must be permitted.

**Complement.** By definition, this means adding something in a way that enhances or improves. In our development work with others, we need to be creative and helpful with resources, experiences, and assets that will fuel the growth of those that we influence. These may land in the Comfort zone or in the Coaching. Timing is everything with this component.

As we parent, coach, lead, and support, let's use this model to place the details for fueling growth.

"C-ze" the moment!