



CAN I BE  
YOUR COACH?

**Richard Strilowich**

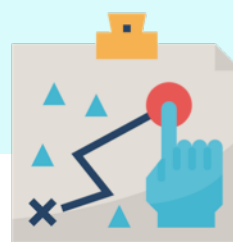
Manager, Enterprise Automation  
Distribution Services, SMI;  
CCoP Leader

HAPPY  
NEW YEAR  
FOLKS IT'S  
THE FIRST  
EVENT OF  
2021

## Wise Wednesday Part 1: Overview of Coaching

Richard Strilowich,  
GTS Manager, Enterprise Automation Distributed Services  
Leadership Council member, IBM Coaching Community of Practice (CCoP)

January 2021



ON FEB  
10TH WE WILL  
DO THE DEEP DIVE  
ABOUT COACHING  
WITH MORE  
WISDOM FOR  
YOU

DO YOU  
KNOW THE  
COACHING  
COMMUNITY OF  
PRACTICE?

COACHING: HELPING  
PEOPLE TO COME UP  
WITH THEIR OWN  
WISDOM

COACHING HELPS  
YOU TO GET TO THE  
NEXT LEVEL AND FIND  
YOUR OWN ANSWERS

IF  
YOU ARE  
CLOSE TO A  
DEADLINE YOU  
MIGHT NEED  
AN ADVICE

BUT FOR ALL  
THE OTHER  
CASES

COACHING IS  
THE BEST

I GIVE  
YOU AN  
ADVICE, COME  
MY WAY

THERE ARE  
MANY COACHING  
CERTIFICATIONS  
AND  
ORGANIZATIONS

## What and Why of Coaching



### ICF Definition of Coaching:

Partnering with  
clients in a thought-  
provoking and creative  
process that inspires  
them to maximize  
their personal and  
professional potential.

- Standing on this foundation, the coach's responsibility is to:
- Discover, clarify, and align with what the client wants to achieve
- Encourage client self-discovery
- Elicit client-generated solutions and strategies
- Hold the client responsible and accountable
- This process helps clients dramatically improve their outlook on work and life, while improving their leadership skills and unlocking their potential.

SPORT COACHES  
AGILE COACHES  
CORPORATE COACHING

LIKE BRINGING A MIRROR IN  
FRONT OF YOUR PEERS SO THEY  
CAN SEE BETTER TO HELP THEM  
DEVELOP THEIR OWN SELF  
AWARENESS AND TAKE  
COMMITTED ACTION

UH I  
DIDN'T  
KNOW ABOUT  
MYSELF  
ENOUGH  
BEFORE



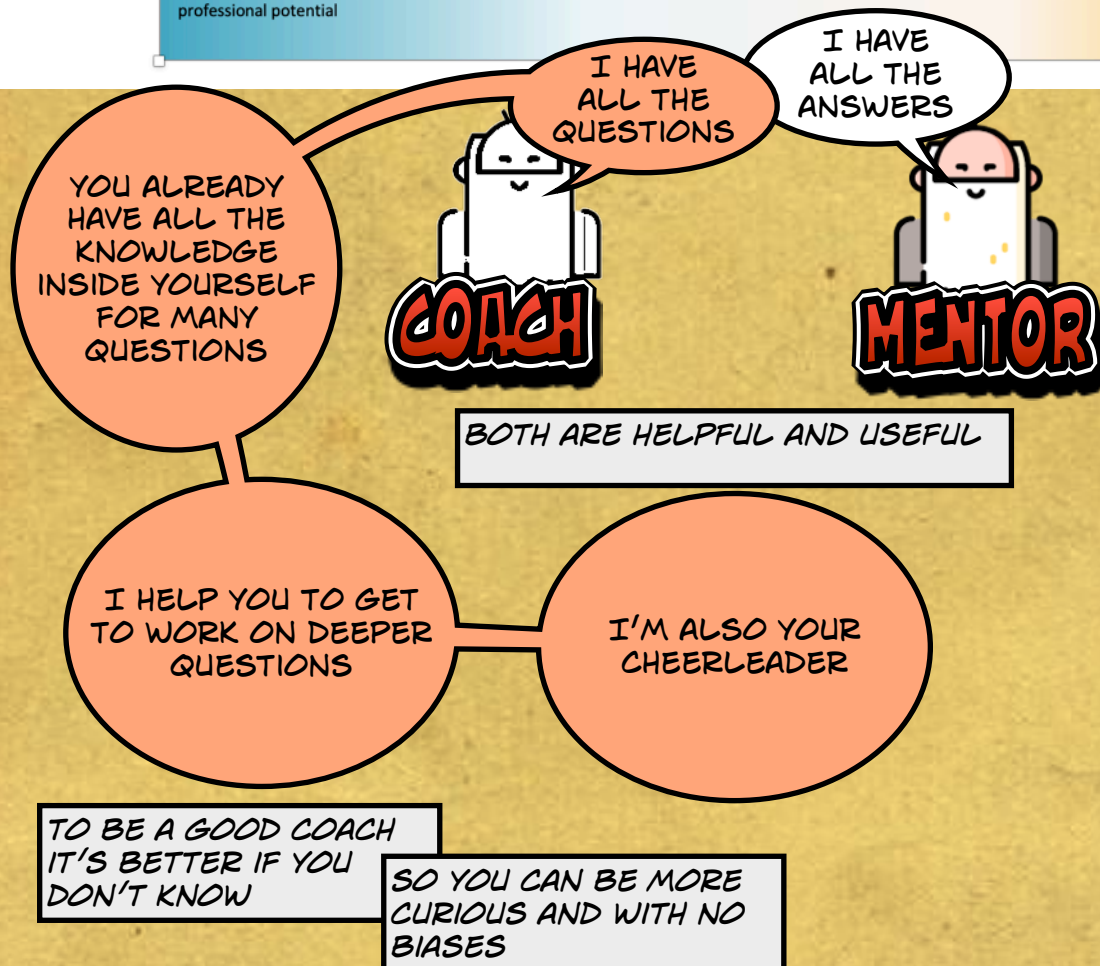
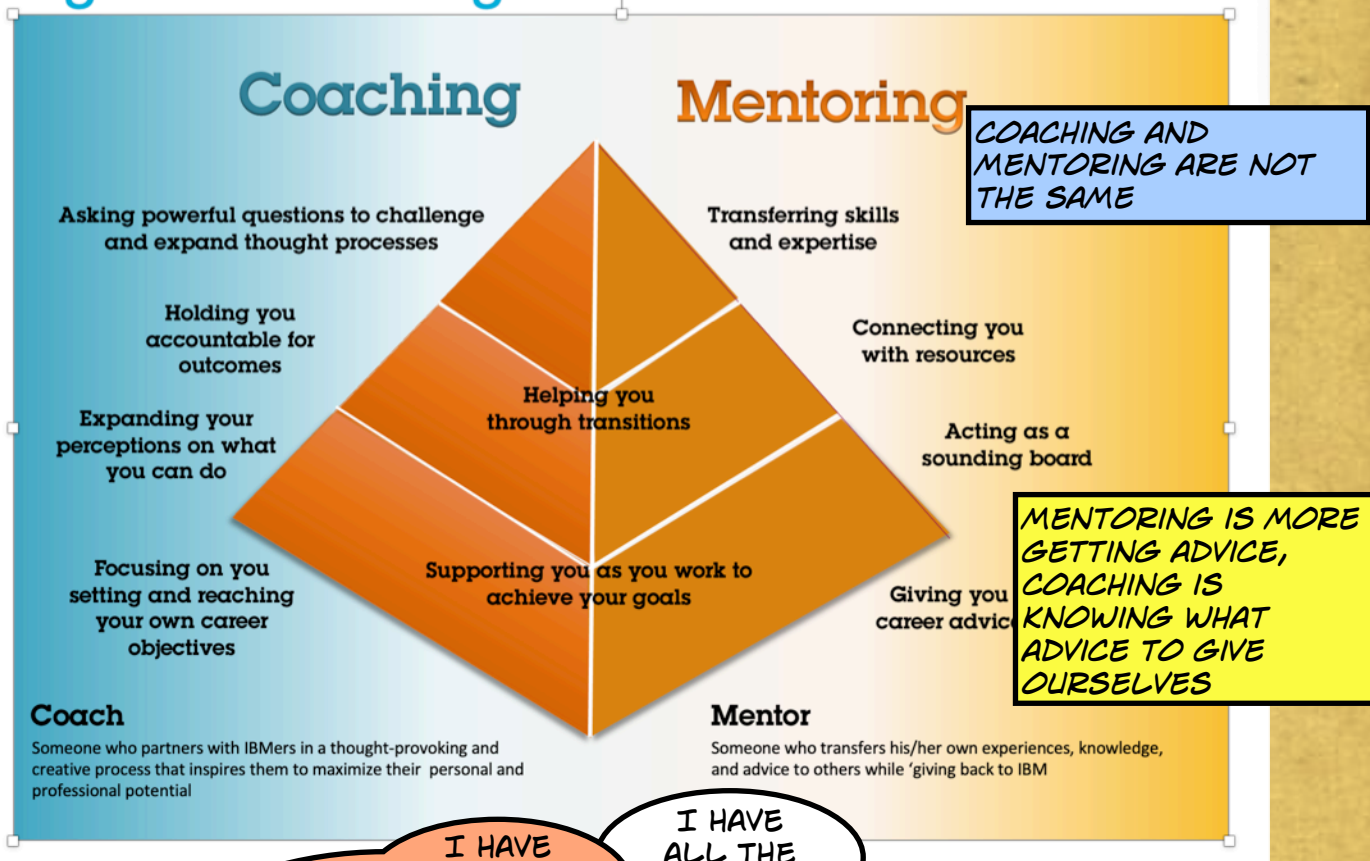
Rich Strilowich

I HAVE MY OWN COACH THAT HELPS ME DEVELOP MY CAREER

HE HELPED ME REFLECTING ON MY ROLE MODELS

I USUALLY ASK THE PERSON TO BE COACHED

## Coaching vs. Mentoring





DEFINITION ARE  
HELPFUL

AGILE  
COACH IS  
NOT A  
CORPORATE  
COACH

A  
CORPORATE  
COACH IS AN  
ACTIVE  
LISTENER

THE  
BEST  
COACHES ARE  
THE ONE THAT  
UNLOCK YOUR  
POTENTIAL

IBM HAS  
COACHING  
PROGRAMS

## Coaching in IBM – Coaching Community of Practice

IBM Coaching Community of Practice (CCoP) – Join at <https://w3.ibm.com/w3publisher/ccop-coaching-news>

Membership over 5000 IBMers globally spanning every business unit

Celebrating our 21<sup>st</sup> year!

The IBM Coaching Community of Practice (CCoP) is a social group of passionate IBMers who are **learning**, **practicing** and **amplifying** professional coaching throughout the IBM enterprise.

We do this through:

- Providing a community for IBMers to collaborate and connect around Corporate Coaching interests
- Creating a global IBM Coaching movement that influences the coaching and hacking culture, to enable exceptional business results.
- Developing offerings and opportunities for IBMers to learn business coaching skills
- Growing and practicing 1-1 coaching skills through Partnering with IBM organizations (recovery based)

The CCoP is:

- A volunteer COMMUNITY focused around Corporate Coaching competency
- It embraces IBMs diverse and inclusive culture
- It spans all global IBM business units
- Operates as a grass roots, sponsor-free community (not aligned to an IBM organization)

JOIN US 🐱

YOU WILL MEET MANY  
IBMERS THAT CAN  
PRACTICE COACHING  
WITH YOU

SO YOU  
NEED TO  
PRACTICE AND  
PRACTICE WITH  
MANY  
PEOPLE

# COACHING IS EXPERIENTIAL

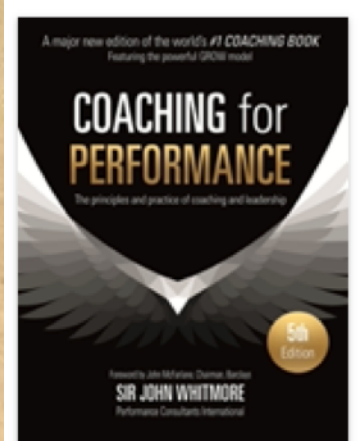
CURIOSITY

PATIENCE

YOU SHOULD  
WITNESS YOUR  
COACHES GETTING  
THEIR AHA  
MOMENTS

HERE THE BEST  
SKILLS FOR GOOD  
COACHES

YOU NEED TO START  
COACHING WITH A  
SUBJECT "WHAT



BCC BLUE CORE  
COACHING

6 WEEKS EXPERIENCE

MEET IBMERS  
AND PRACTICE

THAT'S  
WHEN THE  
REAL  
LEARNING  
HAPPENS



use coaching at work  
at home  
anywhere

AHAAAA

IN THE NEXT DEEP DIVE  
SESSION...

AND A LIVE  
DEMO

IN THE  
DEEP DIVE WE  
WILL COVER THE  
COACHING  
MODEL

## How of Coaching

### **GROW** model of coaching

Go forwards and backwards around the model as necessary.



- Asking rather than telling
- Listening rather than speaking
- Empowering rather than directing

Adapted from "Coaching for Performance" Sir John Whitmore.

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IT'S  
ABOUT  
HELPING  
PEOPLE FIND  
THEIR PASSION  
AND TAKING  
THEM TO THE  
NEXT  
LEVEL

TO ME  
THERE IS  
NOTHING  
MORE  
SATISFYING

# #TOUCHING LIVES