COACHING

Proverbs 20:5 “The purposes of a man’s heart are deep waters, but a man of understanding draws them out.”

What makes a great coach:

* Continually learning (sharpen skills, techniques, etc)
* create learning, environment; small wins that excite and motivate
* ask questions that inspire confidence, innovation and action
* infectiously encouraging; recognize strengths and success
* supportively probing assumptions; challenge limiting beliefs and behavior
* developmental mindset focusing on capacity, process and inputs – not just abilities, results and output
* build client independence, not dependence
* coaches do not do for coachee; choachee does for him/herself

Three of these I’m strong in:

Three I want to grow in:

Coaching tools:

I. Communication skills:  
 A. Listening: Taming the tongue

Giving the gift of attentive focus on the client to understand the meaning of what is said.

B. Inquiry: Provoking Reflection

Asking powerful questions to provoke reflection, change and insights.

C. Feedback: Speaking the Truth in Love

Providing the client with useful information to help him/her improve and develop.

D. Expanding: Facilitating Discovery

Facilitating increased awareness and broader perspective to move clients toward action.

E. Focusing: Designing Actions

Designing effective action plans leading to agreed-upon coaching results.

F. Following up: Supporting Progress

Supporting the client through implementation and ongoing learning.

II. Models

Research as well as experience provides coaches with simplified ways of organizing complexity. These are models. Models are useful in analyzing problem solving and predicting behavior and results. Some samples of models:

A. Coaching Conversation Models

1. COACH structure model

2. Appreciative Inquiry by David Cooperrider

3. SMART goal setting model

Coaching Assumptions:

John 14:28 “But the Counselor, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you.”

1. The HS speaks to people directly through many means. He is the best source for insights, ideas, strategies and action points. Coaches help the client to hear the HS more clearly and support them to respond well.

2. All people have a holistic calling – being and doing – and may need additional clarity and growth in one or more aspects of their calling.

3. Client-generated insights, ideas, strategies and action points are most ----- and useful to the client who immediately owns them.

4. By using special communication techniques, tools and models coaches can significantly speed up and improve the quality of the client’s insights, ideas, strategies and action points.

5. Clients are ---- and emotionally ---- enough to work through challenges on their own with some coaching help.

6. Clients are responsible for their physical, mental nd emotional well-being during coaching sessions, including their choices and decision. Clients can choose to discontinue coaching at any time.”

DMM coaching is helping you process what God’s is doing in your ministry and how it’s going and if

facilitating discovery;

Action steps:

1. Finish Keith’s book. Take notes and write down questions I have.
2. Text Linda to see if she can get together again to talk about ways to invite Egy friend into a Discovery Group (emphasize group also).
   1. Help her think through the conversation with Egy woman and how that might be a bridge to invite her into a discovery group.
   2. Role play.

What to do when off-base stuff comes up – must guide them back to the DMM principles and ministry things.

What I felt were my strengths:

* prepared before going (prayed, written down questions, etc.)
* listened to how she’s doing, not just jump right into ministry stuff (creates a safe place for them knowing you care more than just about what they do)
* trying to make sure I was asking questions and not directing
* not sharing my story when her story matched mine

What I felt were my weaknesses:

* talk to much perhaps (pay attention to how much time we’re spending just connecting; can too easily get away from moving into ministry processing)
* how to ask questions to bring about response you want (or do you want to lay aside your desired response)
* When do I need to be directive? Ever?

“How might you leverage what you this woman said (Wow! Lives were changed?) with inviting her into a discovery group in order to see a movement started?” “What could you imagine was possibly going on with that lady?” “How might she be the sort of person Jesus was talking about, a PoP?” “So how might you leverage that conversation to invite her into a discovery process with God’s word?” “How did that feel?”

\*\*\*Encourage women to pay attention to what other women are saying and asking the HS to show you what is important, what questions you need to ask, how He can use what they say to direct them to Him and His Word?

* No clear process in my head before I showed up

How might the need for time management affect how I talk and process:

* decide beforehand how much time we will spend so that we can be sure to talk about the things you are wanting to talk about and time to discover how the Lord is continuing to lead you
* must be aware of how much time you’re taking in each step of the process so that you don’t get stuck anywhere and not have time to get the outcomes covered

**Connect: Engage** – 4-5 min. (Thankful for; challenges (action steps), how did it go, etc.; prayer); pay attention to what they say

**Outcome: Session Goal** – 2-3 min. - “What result would you like to see from our meeting today?” then I take what I heard her say and then repeat it but with more specificity if needed. Can pull out visual of heart/field – use this to frame question “What would you like to see the Lord do during our time together? Which of these areas do you want to focus on specifically?” Also can use the 10 elements. “Last week it seemed like you were taking steps in this direction. How did that go?” Note what they say. Repeat back to them. If more than one outcome desire, hone it down to one that is most important.

+++transition between outcome and awareness?

This is what you wanted to work on (reapeat it) then, How accurately did what I describe what you said?

Look at that situation and evaluate the challenges or desired outcomes, steps to get there, etc?

Then ask some pointed questions that help them examine the situation.

\*stay honed in on what the HS wants to do in our lives so that we are transformed and others are transformed.

**Awareness: Discovery Dialogue** – discovery 30-40 min. (Rhonda will send questions that help in this part.)

**Capture Insights: Action Steps** – What do you sense that you need to make that happen? Can role play what they can do. “What might be effective for you to possibly come up with ideas for what you want to do?” If they can’t think of anything you might say “How would you like to role play and I give you a couple of ideas?” Then you put it back onto them, “How might you phrase this so that it feels natural for you?” Then, “what options do you want to do to practice that either with me or a roommate or a teammate?” “Okay, how realistic is that?” “When can you get that done?”

**Highlights: Learning and Actions** – 4-5 min. Review action steps. (By this time they should have heard their action steps about 10 times.)

Set boundary as we begin sessions: Perhaps try for 4 sessions, 1.5 hours each time; at the end of that time we’ll evaluate if we want to continue

When talking with women (like my first time with Linda) “Are you telling me this because we’re good friends and you just want to tell me so that I can pray for you better or are you telling me this because you’d like to have a coach who can help you process these things you’re talking about?”

Training ourselves to know our weaknesses and being aware of them when we are talking to others.

Questions need to be simplified and making questions directively (no yes/no; rather “how might that be...”). Being directional, not directive.

If coachee goes off on something you could ask “On a scale from 1-10 what number would you give this in terms of importance?” If number is high then you could set up another time to get together to talk just about that.

\*\*\*DMM coaching helps workers step back and reflect on how they are doing in their ministry and how they’re doing carrying out the principles of DMM. Through guided reflection it can help a worker see areas of strengths and weaknesses and how to push through areas of difficulty. It is a helpful way to let God speak into what you’re doing.

DMM coaching is asking reflective questions to help you process your ministry and make sure you’re following the principles that will lead to movements; basically that your heart is lined up with God’s heart and what He desires to do.

Affirms what you are doing well, identifies areas where you might be stuck and then helps you discovery how to move forward.

From Keith’s book: Double-loop learning is when the coachee acts and then observes the results of his/her actions. The coach helps him/her see what broader assumptions led to that action. By changing assumptions the coachee can see better how to improve his/her thinking and/or actions which will hopefully produce different, better results.

\*\*\*How to help women realize they need coaching or could benefit from coaching? How to ask questions that can lead to women asking themselves needed questions and to challenge their assumptions?

i.e. - Linda – she would do well to evaluate how she is engaging the young women she is meeting with and whether or not it is getting her to the place she wants to be (to know whether or not the women are open to joining a DBS). Linda will begin a DBS with an Egy woman but she’s not asking, “What story set do you think would be good?”

I just answered my own question. Instead of saying, “I think it would be good to use … story set.” I should have asked the question, “What story set are you thinking of using?” and “Is there anything you think you could have said differently to her?” “As you evaluate your conversation with (Egy woman) it will probably help you in future conversations with other women.”

\*\*\*Would being upfront with her be beneficial? Like, “I’m in the process of learning to be a better coach and to use questions to help women discover ways that God may want to speak into what they’re doing. My habit until now is to tend to give advice but really I know that’s not the best way to help you. So please be patient as I learn to simply help you to reflect and evaluate yourself in how you’re doing and in ways you may want to be growing as you move forward in your ministry. I do believe that coaching helps everyone (I’m in a coaching relationship myself) so I would love to coach you in your ministry but only in a way that helps you reflect on how things are going and to ask some questions that could help you in that reflection.”

Questions for coaching:

* What would it look like to partner with the churches?
* What do you see as the long term picture of how God could start a movement?
* What do you want to be true in 6 months?
* What are you willing to sacrifice to see your goal happen?
* What do you envision you will do in order to make tha thappen?
* What are the factors that keep you from doing it?
* What do you envision for your ministry/organization if this vision comes about?

10/26 – Questions for Rhonda:

* Regarding Linda, my observations:
  + Seems distracted. Wants answers but doesn’t really want to grapple with what she’s asking (should she bring Filipino girls to church; how to get girls to lead DBS; why should be seeking groups and not individuals)
  + Basically she is struggling in life here period. So how can I help her to stay true to DMM principles and really go after DBS when her hearts doesn’t seem totally sold on it?

Rhonda – I explained the above things; Rhonda repeated what I said (re-capped).

* Why did she come here and what does she want to accomplish
* What I also said, she needs an end vision (give her a parameter of how to write an end vision)
* help her formulate where she wants to go; put herself on a scale of where she is
* ask intuitive questions rather than cognitive (i.e. “How do you think you’d feel if you got one of the girls to ask the question?” “How would you feel most encouraged if I asked you about this as a follow up?”)
* as I talked to Rhonda I feel like I realized that Linda is probably lacking confidence in using the DMM steps/process; not wanting to offend
* Maybe start with “What are you thankful for?” (for connecting)
* Then “What are your most pressing challenges?”
* “How can I help you move forward in relationship with Lamya?”
* Maybe just do DBS with Linda – using DBS to help her discover DMM principles
* “Think of a verse that the Lord has impressed on you this week?” “Okay, let’s go there and use DBS model to look at it.” (Helps me to see what DBS looks like for her; how does she do it.)
* “You’re still in that group?” “Tell me some reasons why you’re still in that group?” “How could you transition out of that?” “How could you get one of the girls to lead that group?”
* How do I ask what she wants to get out of our time but also get across the things I feel like she needs to get? - Start with DBS first 2 questions “How about you ask the first question to get us started?” I modeled the process (cut off answers that go too long in these first 2 questions); then using one verse to look at (that she read the past few days) to do other DBS questions. Let her ask the questions. “I’m here if you get stuck.” - 20 min
* After first 2 questions ask, “How did that feel for me to pass the questions off to you?” “How do you think the Filipinos would feel if you used that same model?”
* Then perhaps go through Heart and Field and then ask her for End Vision. What has God called you to? Can you do this in 30 seconds?
* Then key in on things she is engaged in (Filipino girls “What are doing in order to help them move forward?” “How are you trying to move forward with Lamya?”) - try to discern where she is conceptually and what she is getting for DMM; equip as needed using God’s Word.
* I drive the meeting but say something like, “Hey how about we start out with something we’re doing in our ministries (DBS) then we’ll get into time of what you’re feeling like you need today? How does that sound?”

Action steps:

1. Write out outline of next meeting with Linda.

2. Questions to ask for each step to be answered.