

Outstanding Leadership Programme 2020-21

Module 2: Coaching for performance – Saved Chat

Answers to the question, ‘what is coaching?’:

Jonny Whitehead : Asking open questions.

Katie Mantell : A process of helping someone to explore an issue and find their own solutions

Emily Hughes : Actively helping someone else to solve their own challenges

Susie Corfield : Asking the right questions to help people find their answer

Mel Oley : Exploring

Anita Chouhan : Helping someone to find their own answers

Ann Kenrick : Enabling someone to be their best self

Selma : Supporting/empowering others to problem solve

Jennifer Griffiths : enabling/ supporting people to learn

Jeff Rowland : facilitating someone’s understanding and resolution of an issue

Ollie Jeffs : Bringing the best out of someone

Nic Shoults : non advisory solution focused talking

Green Alliance floating zoom : Supporting staff to develop their own solutions to issues they face.

Helping them step back and asking them questions that get them to solutions

Tim Lages : Asking open questions to enable someone to solve their problem(s)

Vicki Stott : It's a process of guiding people to think through their own problems in a way that helps them develop their own solutions, using their own values and goals to shape their ideas.

Mark Wilson : focusing on individuals strengths that benefit the individual and the organisations goals

Soo Smith : Enabling others to find answers.

Gemma Benton : supporting someone to generate the answers to their problem. excellent listening!

Miranda Beebe : Using leadership skills to support and help people develop rather than necessarily being topic-expert specific

Janet Hawthorn : supporting people to come up with their own solutions

Chris Rossiter : Process of improving performance

Sam Alford : Safe space to explore an issue, based on ground rules, asking open questions to facilitate solutions, belief someone has own solutions

Enrico Scambia : improving performance of someone

Jeneen Thomsen : Guiding and support

Amina Shaikh : guidance

Reflections on Silent Coaching:

Sam Alford : I think the qs were really good and helpful and a good illustration of how the right coaching qs can work but it was far too quick to be able to put into practice for me, but I appreciate that having it all upfront demonstrates the techniques

Jennifer Griffiths : the question on who else is involved, clarified that problem in my mind isn't something I can solve on my own

Vicki Stott : I agree with Sam. Helpful to have the questions as prompts for thinking in my own time later, though.

Selma : "What's stopping you?" was helpful

Nic Shoults : I liked the what is the effect on others because it is easy to forget

Sam Alford : I liked the difference in perspective question, ie what would an expert do in this situation?

Katie Mantell : I thought the q about what would an expert do is a good one as sometime you know the answer but there are things getting in the way of you knowing that

Victoria Tolmie-Loverseed : what would an expert do? quite empowering

Tim Lages : I often see the "will" section called "way ahead" which I think is a slightly more helpful was to frame that part

Feedback from the coaching practice:

Jennifer Griffiths : We struggled sometimes not to suggest solutions

Soo Smith : Only sometimes!?

Amanda Tucker : Completely agree often difficult not to become solution focussed

Vicki Stott : I do my thinking 'out loud' so just hearing myself say something can sometimes be useful in moving my thinking along

Jo Cottell : Another helpful tip is about the use of silence. 'Silence is your Friend'. It allows the coachee space to think and talk. Slit on your hands if you need to to remind you not to butt in!

Sam Alford : I really like the balance between exploration and moving to action, taking responsibility and my coach did that really skilfully for me!

Emily Hughes : That's super-helpful - I'm still solutioneering in my head about the thing I was coaching about!