

گزارش مشاهده جلسه اول کارگاه مربیگری

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محتوای گزارش

1- What Have you observed in yourself? What do you feel?

- A. When I opened the directory and saw so many videos waiting for me, I was delighted like a child in a candy shop. I am on the clouds that I found CSI.
- B. I was glad to find out that some future content of the coaching path such as business analytics and business strategy align perfectly with my PhD major in marketing and strategy. I decided that I will definitely pursue the coaching path that hopefully will make for a brilliant relevant CV and also provides me with suitable skill sets.
- C. I feel remorseful for not entering the program sooner, and I couldn't find such an internship sooner, especially after bachelor.
- D. I'm curious about what the workshop has in store. Can't wait to watch the rest of the videos. I wonder if there really are enough new content to fill those.
- E. I am worried that some unfortunate event might happen that aborts my internship. I am doubtful whether I will be able to finish this course.
- F. I hope that someday I finally become someone that I always aspired to.
- G. I struggle with these fears and doubts every day. I also feel somewhat joyful and victorious finishing each task and study item. I count each trivial accomplishment a win.

2- My take out from the session:

- A. Mentoring is a professional job, it requires skill and knowledge.
- B. To get hired with a high salary you must be a good team player, team maker and team leader. You have to know how to unite the team and inspire it, how to solve business problems and how to speak with managers and negotiate with investors. In one word, you need to create value for the organization.
- C. What does create value mean? What is business skill?

- D. For example, when managers in an organization decide on a change of strategy, that change would be divided into many projects that would be assigned to various teams, design, logistics, marketing and customer service and all. Those projects need project managers to lead the change and team members to handle the change.
- E. This change of plan cannot be done only on a technical level, but it needs other skills to really succeed.
- F. A strategic change also requires a change in organization's culture and cultural change is where a coach or trainer comes into play. The main concern of a company coach is the culture.
- G. The coach works on the company's culture and human resource and helps the project manager to navigate the change.
- H. In addition to organizational and team culture, empowering the workforce is another specialty of a coach. The team members must be empowered and reach their full potential to make the change happen.
- I. Therefore, business skills consist of two paths: project management skills, and coaching skills.
- J. Although, a project manager needs to know the coaching skills to be successful and vice versa.
- K. Mentoring is a label for a collection of skills and insights that can empower anyone anywhere in their interactions.
- L. To be a mentor, you need to know humans, for that you first need to start with getting to know yourself as your closest human being. You first need to empower yourself then the others.
- M. This empowerment is completely different from encouraging, cheering on, complementing, patronizing, punishing, etc.
- N. To be able to coach people, you need to be able to communicate with them first, hence the previous communication workshop.
- O. Culture is the logic and reasoning that all the people abide or they believe they should.
- P. Oftentimes, the problems that burden a team or an organization are rooted in their organizational culture. So, they have to change their culture to become more powerful and resourceful.
- Q. For instance, a team in which everyone lies to everyone has a limitation for what it can do and where it can reach. On the other hand, a team in which no one lies to anyone, has more potential and is stronger.

- R. Similarly, a team that holds integrity gains different results than a team that doesn't.
- S. A coach is someone who is able to observe the team/organization culture and reflects it to the members, invites them to be aware of their culture and consciously choose the culture that they prefer to possess.
- T. That is because sometimes the prevailing culture is so deeply rooted that people are not even aware of it and they may not like it and decide to change it if they become aware.
- U. The need for a trainer has been increasingly felt and getting a trainer for the team is becoming a priority. So, there are plenty of job opportunities there. But to be a good coach requires more than just theoretical studies.

3- Instructions:

- A. In CSI the main focus is on the soft skills, as the software teams rarely fail due to technical problems. However, weakness in soft skills often is the cause of failure.
- B. First, we became a participant in CSI. Then, by basic technology training through self-study we became an intern and after passing the communication training we became a mentoring intern.
- C. Now we are here, commencing the coaching training to become an assistant mentor.
- D. To become a mentoring intern in CSI, Mr. Mehran Davoudi, Mr. Behzad Sadeghi and one other mentor must confirm the promotion. This is two other mentors for becoming a mentoring assistant and three for becoming a full mentor.
- E. The concepts discussed in these workshops are basic human concepts that help any individual to be a more powerful and effective version of themselves, in their career and their relationships.
- F. In addition to personal interest and potential, there must be an environment to practice what we learn with people. And SCI provides this experimental environment to learn mentoring. Therefore, to be a mentor for others is actually a learning and growing opportunity.
- G. CSI trains software engineers who have been equipped with useful soft skills of mentoring, coaching or project management.

H. My questions:

- A. How much of the chart of CSI future plans for coaching and project management has been built so far? How far has CSI come on that plan?