

Effective Coaching

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I believe in you



You can do it!

~~Lightly structured chaos~~

Agenda

Explore 'coaching'

Learn: framework, core skills

Pair up and Practice! – 30-40 min

Debrief

Wrap up

Welcome!

What are you hoping to learn?

What is coaching?



Coaching is helping people





find their own answers,



through active listening



and reflective questioning.



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The ICF definition: “Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential, which is particularly important in today’s uncertain and complex environment. Coaches honor the client as the expert in his or her life and work and believe every client is creative”

Coaching vs ...

Managing
Mentoring
Training

Counselling
Friending

Learn: framework

Goal

Reality

Options

What next (or **W**ill)

Learn: core skills

Do

Active listening

Powerful questioning

Not Do

Filling the silence

Giving advice

Leading the witness

(There is no try)

Learn by doing!

- Two rounds of coaching: swap roles. ~ 5 minutes each
- What's hard, what's helpful?

Speed Coach: GROW

1

GOAL

What's your challenge?

2

REALITY

What's the situation right now?

3

OPTIONS

What's one thing you could do?
What else?

4

WHAT'S NEXT?

What will you do next?

Sample Scenarios

- A problem coworker
- Boss is absent/micromanager
- My team isn't communicating
- Why can't they see the disaster ahead?
- I want a promotion
- Imposter syndrome
- Time/deadline/project stress
- The Klingons are about to invade
- I think I'm a werewolf
- I think my coworker is a vampire
- My dalek coworker doesn't want to exterminate
- My friend gets a blood nose when using her psychic powers
- [BYO scenario!]

1

GOAL

- What do you want?
- What does success look like?
- What happens if you don't achieve your goal?

2

REALITY

- What have you tried so far?
- Who else is relevant?
- What other concerns do you have?

3

OPTIONS

- What advice would your future self give you?
- What do others do in this situation?
- What's the bravest thing you could do?

4

WHAT'S NEXT?

- Which option feels the most realistic?
- What support do you need?
- When will you take this next step?

Reflection

What worked well?

What was challenging?

Things I could try next

Key takeaway

What will you do next?

Resources

The GROW framework

<https://www.maxlandsberg.com/freeblog.html>

Other coaching frameworks

https://en.wikipedia.org/wiki/Coaching_psychology#Models

BICEPs for core needs

<https://www.palomamedina.com/biceps>

WAIT (Why Am I Talking)

<https://blog.teammood.com/the-wait-framework>

Taming the Advice Monster

https://www.ted.com/talks/michael_bungay_stanier_how_to_tame_your_advice_monster

Coaching example: Turn the ship around

https://www.youtube.com/watch?v=OqmdLcyES_Q

Coach training through IECL

<https://www.iecl.com/>

International Coaching Federation (ICF) Code of Ethics

<https://coachingfederation.org/credentialing/coaching-ethics/icf-code-of-ethics/>

Access coaching with me (or others!) at Blackmill

<https://blackmill.co/>

Email me!

coaching@nicolanye.com

