

Module #01/Week #01/Pod Call #01: Empowered Relationships

Upon completion of this Module, participants will be able to:

- Distinguish between “standing” in the Model from "performing" the Model.
- Create empowered relationship with the Certification Program, with their CPL and supervisors, with each other, and with their journey.
- Design an alliance from standing in the Model.

Time	Activity	Notes
0:00-0:05 5 min.	<p>Welcome and Celebration</p> <ul style="list-style-type: none">• You’re off and running!!! Hooray!!!• Welcome!!! I’m glad to be here with you. <p>Context for Today’s Call</p> <p>What to expect on this call:</p> <ul style="list-style-type: none">• Introductions.• Learning about Empowered Relationships.• Designing our alliance together.• Getting clear about logistics and what is next. <p>What to expect on Pod Calls overall:</p> <ul style="list-style-type: none">• Demos.• Discussions.• Skill drill practice.• Colleague conversations.	<p>Key Learning Points:</p> <ul style="list-style-type: none">• Students feel welcomed and excited about being in certification.• Students get oriented and present to some of the details of being on a bridge line. <p>Tip for CPL:</p> <p>Some participants will not yet have taken the Synergy course.</p>

Time	Activity	Notes
	Short reminder about bridge call etiquette (they heard this on Orientation Call): <ul style="list-style-type: none"> • Name before speaking. • I assume your hand is raised — jump in. • Quiet place and mute button. • *70 gets rid of call waiting (maybe not outside of U.S.). • No cell phones. • No multi-tasking. 	
0:05-0:25 20 min.	Introduction of Participants <ul style="list-style-type: none"> • Name. • Where are you from? • Arena where you use coaching? • One more thing you want the group to know about you. • Introduce us to your Captain. 	Key Learning Points: <ul style="list-style-type: none"> • Students get to know each other a bit. • Safety and trust begin.

Time	Activity	Notes
0:25-0:28 3 min.	Introduction of Certification Program Leader (CPL) <ul style="list-style-type: none"> Your name. Where you live. About you as leader and trainer. What is your role as a CPL? What do you want for them? What do you want for yourself? 	Key Learning Points: <ul style="list-style-type: none"> Students know about CPL and their role. Any issues or questions? Come to you. If you don't know the answer you'll find out or refer them to the right place. Not a <i>scarcity</i> of CPL, but an abundance of them for each other. CPL in background. Their guide and trainer. Follow how you are doing, create community and hold the container for learning.
0:28-0:40 12 min.	Assumptions and Promises Set Up: <ul style="list-style-type: none"> Students each share one assumption and one promise with the group. <ul style="list-style-type: none"> They will have read the <i>Assumptions and Promises</i> in their CPCC Manual before the call. Part of their homework was to bring one assumption and one promise to share with the group. Keep this crisp. 	<ul style="list-style-type: none"> Assumptions and Promises create personal responsibility and ownership of their experience in the Certification Program. Notes: <ul style="list-style-type: none"> You are beginning the arc of the Designed Alliance here.

Time	Activity	Notes
0:40-0:50 10 min.	<p>Empowered Relationship Discussion</p> <p>You are in many relationships in this Program — with Certification itself, with your Pod, with your CPL and Supervisors, with your Captain and Crew as well as your Saboteurs.</p> <p>Possible questions:</p> <ul style="list-style-type: none"> • What does it mean to empower a relationship? • How do you know the relationship is empowered? • How do you know when it is not? • What creates safe and courageous space? Why not just safe or just courageous space? • Where do your Captain and Crew embody safe and courageous space? How? <p>It's not about designing the coach to hold the client. It's about designing the relationship to hold both of you. It is not the coach's job to be burdened by the relationship and work harder than the client.</p> <p>Coach is there to take a stand for the client. If client could do that on their own, they would not hire you!</p>	<p>Key Learning Points:</p> <ul style="list-style-type: none"> • Empowered Relationship is a relationship where both parties are committed to the relationship in service of the client. • The synergy of the Co-Active® relationship between coach and client is greater than the parts. • Three steps to creating empowered relationship: <ol style="list-style-type: none"> 1. Creating safe and courageous space. 2. Designing alliance. 3. Evoking transformation. • We each create relationships differently. • What creates safe and courageous space: <ul style="list-style-type: none"> — Trust. — Non-attachment (nobody gets to be wrong). — Openness, vulnerability, authenticity. — Belief in client. — Love them! — Tell the hard truth; step over nothing. — Non-judgmental. — Coach holds him/herself and client as Naturally Creative, Resourceful and Whole. — Heart and intimacy.

Time	Activity	Notes
0:50-1:10 20 min.	<p>Agreements/Designed Alliance</p> <p>Set Up:</p> <ul style="list-style-type: none"> Just as you create empowered relationships with your clients, we are doing that now as a group. You will be in this Pod together for six months to practice and learn together. Many Pods stay connected beyond their Program dates. Mention the Recommended Pod Call Agreements from the CPCC Manual. We are adding to those that you read already. State this: We will assume you have permission to coach people in this Pod. No need to ask permission to coach them! <p>Activity:</p> <ul style="list-style-type: none"> Assign 2-3 participants to each of the Cornerstones. Have them embody the Cornerstone. Really soak it up and take on the geography of it. From each Cornerstone, what do we need to design together to empower our relationship? <p>Possible things to include:</p> <ul style="list-style-type: none"> Willingness to be learners... What is a metaphor to represent this (laboratory/playground/etc.)? What is needed in the Pod relationship to create feedback that evokes transformation in you as coaches? The experience of Community is different here than in the in-person workshops. What do we need to embody the Model and to create safe and courageous space in this setting? What do you need to expand and bring your authentic range? Logistics: missing calls, supporting each other if they have less than 5 clients, etc. Take a look at the Model again, anything else needed? 	<p>Key Learning Points:</p> <p>We're modeling the start of a Co-Active® relationship by designing an alliance that empowers the relationship.</p> <p>Cornerstones:</p> <ul style="list-style-type: none"> People are Naturally Creative, Resourceful, and Whole. Dance in THIS moment. Focus on the whole person. Evoke transformation. <p>Tips for CPL:</p> <ul style="list-style-type: none"> BOTTOM LINE this. Do not make it a long philosophical discussion. You don't have to get it perfect this first time. There can always be time to redesign later. AND this is where the safety gets created... so don't treat this like a checklist. They will design more specifically around feedback in Group Supervision so you can hold a light touch here.

Time	Activity	Notes
	<p>Debrief:</p> <ul style="list-style-type: none"> • What's the impact of embodying the Model and designing the alliance from there? How is it different than just talking about it? • How might you use this with your clients? 	

Time	Activity	Notes
1:10-1:15 5 min.	<p>Homework (Hold This as Part of Designed Alliance)</p> <p>They already know from the Orientation Call that all homework is posted to the Pod-specific Topic Module by the Friday after each Triad Call. <i>Reiterate this!</i></p> <p>Clarify:</p> <p>Homework is intended to deepen your learning of each Module and to put your learning into action.</p> <ul style="list-style-type: none"> • By when you want them to post it if different than the Friday after each Triad Call. • How you will or will not respond. • CPL is looking for overall learning and action. • Create a rich dialogue via email about what you are learning from the homework. Tie this to agreements about supporting each other. • The homework is for their shared learning (personally and for the whole group) and it is not graded. • Program Tracker should be updated at the same time homework is posted after each Module. 	<p>Key Learning Point:</p> <p>Students understand the value of homework and your requirements for homework.</p> <p>Tip for CPL:</p> <p>All this can be handled by posting an announcement or sending a message to the Pod.</p> <p>Emphasize the value of using CPCC website for dialogue among Pod members.</p>
1:15-1:25 10 min.	<p>Group Supervision and Triads</p> <ul style="list-style-type: none"> • Review intention and set-up for the Group Supervision Calls. • Check in for any concerns. Refer them to the CPCC Manual and the upcoming audio more information. <p>Triads will start after Group Supervision is completed. We will review the structure for those calls in Week 7.</p>	<p>Group Supervision Set Up:</p> <ul style="list-style-type: none"> • (5 min.) Design alliance, get present, decide who is coach, client, observer. As with all triads, come prepared with a topic for coaching as well as possibility of being a coach. • (5 min.) Review learning points for today's call. • (15 min.) Coaching. • (30 min.) Supervisor debrief with coach. • (25 min.) Group discussion. • (10 min.) Summarize learning points for group; agree on homework assignments.

Time	Activity	Notes
1:25-1:30 5 min.	Closing <ul style="list-style-type: none"> Summarize what has been covered so far: introductions, designed alliance, agreements, getting to meet each other. Hear from a few people; what are you taking away from this call? One word about how you are with Certification after this call (anyplace is OK). Or any other appropriate closing. Next week is your first Group Supervision Call, where you will dive deeper into Empowered Relationships and Feedback. <p>OK! You're officially launched.</p>	
	For CPL: <ul style="list-style-type: none"> Contact any people who were missing. Send out follow up email or message naming anything you didn't cover on this call. 	

Empowered Relationships Resources

Glossary

Grant Relationship Power

The coaching relationship is separate from the client and the coach. The power of coaching resides in the relationship between coach and client, rather than with either the coach or the client. By granting power to the relationship, both coach and client are taking responsibility for creating the coaching relationship that will most fully serve the client.

Four Cornerstones of Co-Active® Coaching

1. People are Naturally Creative, Resourceful and Whole:
 - Nothing is broken or needs fixing.
 - The coach has the questions, clients have the answers.
2. Focus on the Whole Person: People are a complex and unique system and each part impacts the other aspects. It is important to include all aspects of being human, mind, body, spirit and emotion.
3. Dance in THIS moment: It is most creative to work with what arises in the moment rather than from a fixed and rigid plan. Relationship is fluid give and take. Everything that happens is an opportunity for learning and movement.
4. Evoke Transformation: The nature of life is to transform and evolve. The coach's job is to call forth the greatest possibility for the client.

Assumptions and Promises

Assumptions

1. We assume that you are committed to the profession of coaching.
2. We assume that you are in this Certification Program because you want to be the best Co-Active® Coach you can be.
3. We assume that you are hungry and passionate to learn.
4. We assume that you are willing to be responsible for your own learning.
5. We assume that you will embrace and empower your own learning process and the learning of your Podmates throughout the Program.
6. We assume that you are eager for feedback from your Certification Program Leader, your Podmates, and your supervisors, and that you will use your feedback as a tool for learning more.
7. We assume that you will embrace each homework assignment as an opportunity to deepen your learning.
8. We assume that you will empower the relationship... whether the relationship is with your Podmates, your Certification Program Leader, your supervisors, your coach, your clients, or yourself.

9. We assume that when you are struggling, you will use the Co-Active® Model to help you recover, that you will be curious when challenges arise, that you will manage your Saboteur, and that you will listen from Level 2 and Level 3 when you are not being a client on the calls.
10. We assume that you will trust that all that you need is in the Model.

Promises

As your Certification Program Leader:

1. I promise to use everything that happens in this Program as an opportunity for you to learn more about coaching.
2. I promise to use feedback to awaken and evoke the masterful Co-Active® coach in you.
3. I promise to keep modeling Co-Active® Coaching in our interactions.
4. I promise to design and redesign our alliance as needed.
5. I promise to model celebrating failure, mine and yours.
6. I promise to view you as naturally creative, resourceful and whole, and to view your journey in Certification through that lens.
7. As a result of your full-out participation in this program, I promise that you will have a solid grounding in the mechanics and art of Co-Active® Coaching, a wider range of expression as a coach, the flexibility to use your Co-Active® Coaching tools and skills in new ways, the strength to give and receive challenging feedback.

Recommended Pod Call Agreements

As you begin your Certification Program Pod Call, it is critical to design the alliance between Pod Call members, much like a coach designs the alliance with his/her clients.

- What do you want from this Pod Call experience?
- What do you need to put in place in order to get what you want?
- What do you have to offer to the Pod?
- Who do you need to be to get the most value from the Certification Program?
- What are you committed to?

The following list contains suggestions for Pod Call agreements. Feel free, as a group, to incorporate as many suggestions as you'd like, and/ or to create your own agreements.

1. Confidentiality. All participants hold everything that is said on the call confidential. All recordings, certification manual and the contents of the Certification Community are the intellectual property of CTI. These resources are for the exclusive use of the Certification students and may not be distributed in any way or form without the express written consent of CTI. I also agree that Pod and Triad Calls may be recorded for either training purposes or for use of other Pod members.

2. Professionalism. Being a professional coach starts in the training process. Come to the call prepared and on time.
3. Tell the truth. The purpose of the Group Call is to support each other in building a coaching practice and you will be evaluating each other as coaches. Your learning will be served by agreeing to tell the truth. We also recommend each participant commit to telling the truth and that as a group you grant each other permission to do so.
4. Maintain listening at Level 2 and 3. The Pod Call is a place to hone your coaching skills. It is important that everyone on the call access their coach space. Listen for: What is the client's (fellow group member's) agenda? What can you do to deepen the learning for the group? What impact are you having? What's the Metaview of the group process?
5. Respect each member's unique style and process.
6. Stay committed to the learning rather than the problems.
7. Be willing to get rigorous with each other's learning.
8. No one gets to be wrong.
9. Agree to notify the CPL if you will NOT be on the call.
10. Agree that when challenges occur, we will use the Co-Active® Model and Cornerstones to address the concerns.