

Module #02/Week #03/Pod Call #02: The Cornerstones

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

- Stand in the Cornerstones as coaches and as participants in the Program.
- Engage with others from the space of the Cornerstones (rather than particles — when they operate from the space, people can create from what’s happening. They can expand the conversation — rather than parrot or “do” what is needed from the Cornerstones).

Time	Activity	Notes
0:00-0:05 5 min.	Welcome back! You posted your first homework and submitted your rosters...any questions about the logistics of the program at this point?	Rosters were due to CTI prior to this call. Students may bring up language of Big/Small “A” agenda. The <i>Co-Active Coaching</i> book still uses this jargon even though we don’t teach it in the current program. If they bring it up, find them right and connect the language to the current version of the model.
0:05-0:15 10 min.	Check-In Questions <ul style="list-style-type: none">• Today we’re working with the Cornerstones in this Model. What is one Cornerstone or fundamental belief that you hold which supports how you live your life?• What’s it like to hear each other share those beliefs?• What happens to you when you forget or lose connection to that belief? The Cornerstones in this Model are like the Cornerstones/beliefs in your own life. They anchor the coaching experience and support you to keep your attention on your client.	It’s helpful to write down their personal cornerstones so you can refer to them later in the call.

Time	Activity	Notes
0:15-0:25 10 min.	Demo Information Set Up for the Demos to Follow: <p>You have just come out of the Group Supervision Call. We are going to show you two demos of coaching. The first one is what supervisors hear too much of and the second is hopefully what supervisors want to hear more of.</p> <p>It is a good idea to have the client be the same in both demos!</p>	<p>You are beginning an experiential exploration and inquiry into how students will know they are holding the Cornerstones and how they will be able to demonstrate that to supervisors, Podmates and examiners.</p> <p>This is an inquiry, so there is no list of correct answers.</p> <p>You will be doing two short demos here. The first demo is Wandering and the second demo uses the come-from of Cornerstones.</p> <p>CPL, for each demo you will:</p> <ol style="list-style-type: none"> 1. Set it up for: <ul style="list-style-type: none"> • Feedback • What they are listening for 2. Do the demo 3. Discuss the coaching 4. Feedback and debrief
0:25-0:38 13 min.	Demo #1: Cornerstones Not Held (Wandering) Set Up: <ul style="list-style-type: none"> • What to expect, what to look for, feedback set up. • Demo a coaching session that wanders. That means it might contain: <ul style="list-style-type: none"> — No identified agenda for the call. — Starts with something like “How are you?” or other vague beginning. — “Doing” coaching – heavy on skills only. — Cornerstones not held. — Taking care of client or being tentative. — Going back to something they said minutes ago. — Explaining/qualifying your intuition. 	<p>Key Learning Points:</p> <p>What not to do!</p> <p>Coaching is happening, skills being used, but not grounded in the Co-Active® Model.</p>

Time	Activity	Notes
	<ul style="list-style-type: none"> — Focus on the circumstances (problem solving, colluding, settling, not seeing the potential in the client). — Homework that is incremental and just circumstantial with no connection to what is meaningful. — Ask questions based on last thing client said (could go to Paris and then swimming pools) — dancing in the trivial moment. — Over-use: “Where do you feel it in your body?” and of “How does it feel?” — Parroting back the last thing the client said. • You are applying coaching skills and coach is present — not a joke coaching. 	
0:38-0:48 10 min.	Feedback and Debrief <ul style="list-style-type: none"> • How were each of the Cornerstones held in this demo? • Land both what they see and what is missing. • Remind them about agreements from Designed Alliance so they can give honest, respectful feedback (or whatever they designed). • Call them forth to do no more wandering coaching! • What will they be doing instead of wandering? 	<ul style="list-style-type: none"> • People are Naturally Creative, Resourceful and Whole. • Dance in THIS Moment. • Focus on the Whole Person. • Evoke Transformation.

Time	Activity	Notes
0:48-1:01 13 min.	Demo #2: Cornerstones Coaching Set Up: <ul style="list-style-type: none"> • Use same client. Talk about what to look for in feedback. • Unzip the coach's brain: talk about what you are stepping into/holding before you begin coaching (come from Cornerstones). Demo May Include: <ul style="list-style-type: none"> • Clear agenda. • Stance of holding the Cornerstones. • Being and Doing as a coach. • Using a principle(s) clearly. • Tying agenda back throughout the coaching. 	<p>You do not have to do a perfect demo! Just be sure no matter what happens in the demo, you land the learning that principles and the stance of Cornerstones create more powerful coaching.</p>
1:01-1:15 14 min.	Feedback and Debrief <ul style="list-style-type: none"> • What was different in this demo than in the Wandering Demo? • Could you tell I was holding the Cornerstones of Co-Active® Coaching? What difference did it make? • What difference did it make to embody the Cornerstones? • Where would you point me? 	Key Learning Points: <ul style="list-style-type: none"> • The coach is always holding the Cornerstones. They are the foundational “come from” of the coaching and always needs to be present. • You may need to consciously set the circumstances aside and come back to it after connecting client to what is meaningful, resonant choice and being with the experience of their life. • Accountability is directly related to evoking transformation in the client. In this place, the coach is always demonstrating the attributes of Aliveness, Authenticity and Connection.

Time	Activity	Notes
1:15-1:25 10 min.	<p>Articulating What's Going On and Acknowledgment</p> <ul style="list-style-type: none"> Discuss how Acknowledgment and Articulating What's Going On are tied to having an Empowered Relationship (most strong relationships seems to have lots of Acknowledgment and Articulating What's Going On). Discuss the difference between Articulating What's Going On and Acknowledgment. <p>Articulating What's Going On Practice:</p> <ul style="list-style-type: none"> Define what "Articulating What's Going On" is and is not. What is happening now that you can name? Or, what happened in the previous coaching that you can name? <p>Acknowledgment Practice:</p> <ul style="list-style-type: none"> Define what "Acknowledgment" is and is not. Choose someone to be acknowledged. Could be client from coaching earlier. 2–3 minutes practicing acknowledging that person. Check back with the person being acknowledged. What is the impact on them? 	<p>Key Learning Points:</p> <p><i>Articulating What's Going On:</i></p> <ul style="list-style-type: none"> This skill involves naming what you sense is happening with them or happening in the moment in the coaching, or what you see they are doing. It may be what you're hearing with your Level 2 Listening, or you may speak what has not been said by the client based on your Level 3 Listening and awareness. <i>Examples:</i> "It sounds like you have lots of excuses and are avoiding the real issue here," or "Wow, you didn't do your homework again and you're squirming." Sometimes Articulating What's Going On is simply repeating what the client has said, so that they get the impact of their words. <p><i>Acknowledgment:</i></p> <ul style="list-style-type: none"> Is about the client, not about the coach or how the client makes the coach feel. Is about client, not circumstances. Speaks to who the client is or who they are becoming, not what they do or what they have done. Is what the coach sees in the client. Must come from an authentic place. It lets the client know how they are being seen. Can happen throughout. Bust the notion that acknowledgment only happens at the end of coaching.

Time	Activity	Notes
1:25-1:30 5 min.	<p>Closing</p> <p>We covered the Cornerstones of the Model today, and saw the impact of them being held and not being held. You also practiced Articulating What's Going On and Acknowledgment.</p> <ul style="list-style-type: none"> • What are you taking away from this call that you will use in your coaching? • Next week is your second Group Supervision. Bring forward your learning from today into your feedback with each other by holding the Cornerstones as you give AND receive feedback. • Thank, appreciate and champion them. 	

Cornerstones Resources

Glossary

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.

Acknowledgment

Acknowledgment addresses the Self and who the client had to be in order to accomplish whatever action he or she took or awareness he or she achieved. It is the articulation of your deep knowing of the other.

"I acknowledge the courage it took for you to show up for this session, knowing that you had difficult things to share with me today."

Articulate What's Going On

This skill involves telling the client what you see them doing; it may be what you're hearing with your Level 2 Listening, or you may speak what has not been said by the client based on your Level 3 Listening and awareness. Sometimes, it is powerful to simply repeat the client's words back to the client so they can really hear themselves.

"Debbie, I know how much you want to change your relationship with your dad, yet I hear you are interacting with him the way you always have."

"It sounds like you're annoyed that your manager didn't consider your workload when she assigned you to this new project."

"We're really stuck here in this coaching session."

THE CO-ACTIVE® MODEL

