# Co-Active Coaching Corporate Teleclass Series: *Learning Guide*

# Session 1: The Co-Active Coaching Model in Corporate Settings

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| *Objectives* |  | Objectives of this session are to:   * Establish strong foundation for standing in Co-Active Coaching model in corporate settings. * Deepen understanding of how main components of the model apply specifically within corporate organizations. * Surface and explore common saboteur voices around Co-Active Coaching in organizations. * Foster specific examples of cornerstones, designed alliance, and principles of Co-Active Coaching. * Engage in powerful conversation about Co-Active Coaching in organizations. |
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| *Teleclass Tips* |  | To create the best learning space possible for our time together, please follow these guidelines   * Learning comes from participation and interaction of the group. Consider the teleclass as a learning experience that requires your focus and participation, rather than as something to be observed or listened to. * Jump into the learning laboratory with a willingness to experiment and fail --- you will learn more, and so will everyone else. * To ensure that the “tele-space” works well for everyone:   + Be present and refrain from multi-tasking (i.e. refrain from checking email or doing other activities).   + If there is background noise around you (e.g. barking dogs, running dishwashers, etc), please put your phone or device on “mute” while you are not speaking (and remember to unmute when you speak!)   + When you speak, start with you name so everyone knows who is speaking.   + Join the call from a space and with a connection that will be clear. If you call in from a cell phone from the highway, for example, it is likely that you connection might create static or interruption for others). |
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| Pre-Assignment |  | These activities are suggested prior to coming to the class:   1. Reflect on your experience working in organizational settings – successes, failures, opportunities and challenges. 2. Review the handout provided for the teleclass. Think about these questions:  * What does “evoke transformation” mean in an organization or to an organizational client? What do organizational clients MOST want? * What saboteurs show up around applying the Co-Active Coaching model in organizations?  1. Define your intention for the call. What do you want to get out of it? How do you want to show up on the call? |

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| *High Dream* |  | Corporate clients often have general goals or objectives in mind when they hire coaches. Sometimes, they may not have looked deeply into the question of “what do you MOST want to achieve as a result of coaching?” Put yourself in the shoes of the corporate client – the organization itself, and the specific client that might hire you. What do they MOST want? Make a list of all of the things that come to mind, and circle the ones that are truly “high dreams” or are most fulfilling. |
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|  |  | Who do you need to be as coach to have an impact on these desired outcomes? Where do you need to stand? What do you need to believe in? |
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| *Saboteurs* |  | The Co-Active Coaching Model is a BOLD stance for coaching, and supports fostering transformative change. Often when we assume a bold approach and enter challenging environments, the most vocal saboteurs emerge. Which ones appear for you? Imagine the voices of:   * The skeptical corporate manager * An anxious nervous coach * A Human Resource Director that “knows it all”   What saboteur voices are present? |
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|  |  | If you allow yourself to be fully run by the saboteur, who do you become? How do you feel? How are you likely to behave? What are you committed to in this place? |
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# Cornerstones

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| *NCRW* |  | What is the particular meaning of this cornerstone in an organizational context? How might you respond to a skeptic in conversation about this cornerstone? |
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| *Evoke Transformation* |  | What is the particular meaning of this cornerstone in an organizational context? How might you respond to a skeptic in conversation about this cornerstone? |
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| *Coach the Whole Person* |  | What is the particular meaning of this cornerstone in an organizational context? How might you respond to a skeptic in conversation about this cornerstone? |
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| *Dance in the Moment* |  | What is the particular meaning of this cornerstone in an organizational context? How might you respond to a skeptic in conversation about this cornerstone? |
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# Designed Alliance

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| *High Dreams* |  | What are the highest aspirations of your client? |
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| *Who you must be* |  | What must be called forth in YOU to achieve those outcomes? What is needed from your client for you to bring that to the coaching relationship? |
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| *Who must the client be?* |  | How must your client show up in the coaching process to produce those outcomes? What does your client need from you in order to show up that way? |
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| *Empowering the Relationship* |  | If the relationship between you and your client were a powerful one, what would be present? What is specific to the corporate or organizational setting? |
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