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

# Session 5: Synergy in Corporate Settings

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| *Objectives* |  | Objectives of this session are to:   * Explore lingering questions learners have regarding use of the Co-Active Coaching Model in corporate settings. * Identify personal gaps as coach in corporate settings --- awareness of which aspects are most and least accessible. * Awareness of personal range as Co-Active Coach in corporate settings, and develop strategy for expanding range. * Develop statement of self as corporate coach from place of synergy. * Identify strategies for building a solid foundation as a corporate coach. |
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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 questions do you have about coaching in corporate settings, particularly related to the Co-Active Coaching Model? * What parts of you tend to disappear or are least accessible in corporate settings? Which elements of the Co-Active Coaching model are most challenging for you to access in corporate settings?  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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| *Lingering Questions* |  | What questions do you have about Co-Active Coaching in corporate settings? List them here and we will have a conversation about the top questions during the class. |
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| *Synergy Assessment* |  | Synergy relates to the whole sum of something being greater than all of the parts put together. Think about corporate settings that you work in (or want to work in). From a place of Synergy, a coach has access to his or her full range of skills and qualities, and is able to access them when needed while standing fully in the Co-Active Coaching Model. Think about each of these elements, and ask yourself: In a corporate setting, how accessible is each of these elements? In other words, a high rating means that you have full access, and a low rating means that the element is less accessible or tends to disappear.  Thinking about a challenging corporate coaching scenario, rate each of the elements in the following table:  1 = Disappears completely… what is this again??  2 = Often disappears – difficult to bring forth or access  3 = Sometimes is accessible, sometimes not  4 = Often is accessible and can usually find it when needed  5 = This is the water I swim in – always accessible |

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| Element |  | 1 | 2 | 3 | 4 | 5 |
| Cornerstones: |  |  |  |  |  |  |
| Evoke Transformation |  |  |  |  |  |  |
| Naturally Creative Resourceful, Whole |  |  |  |  |  |  |
| Whole Person |  |  |  |  |  |  |
| Dance in the Moment |  |  |  |  |  |  |
| Energy of Being Name Tag (Fundamentals) |  |  |  |  |  |  |
| Captain and Key Crew Members |  |  |  |  |  |  |
| Captain |  |  |  |  |  |  |
| Crew 1 |  |  |  |  |  |  |
| Crew 2 |  |  |  |  |  |  |
| Crew 3 |  |  |  |  |  |  |
| Contexts |  |  |  |  |  |  |
| Listening |  |  |  |  |  |  |
| Intuition |  |  |  |  |  |  |
| Curiosity |  |  |  |  |  |  |
| Deepen Learning/Forward Action |  |  |  |  |  |  |
| Self-Management |  |  |  |  |  |  |
| Attributes: |  |  |  |  |  |  |
| Fierce Courage |  |  |  |  |  |  |
| Aliveness |  |  |  |  |  |  |
| Connection |  |  |  |  |  |  |

# Building Range

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| *Most Accessible* |  | The elements that are most familiar and accessible to me in challenging corporate settings are: |
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| *Least Accessible* |  | The elements that are least accessible or that tend to disappear when in challenging corporate settings are:  When these elements are missing from the whole of who I am (or can be) as a “complete” coach, the implication is: |
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| *Building Range* |  | The element I most want to develop is:  The saboteur that keeps this dynamic in place is:  A perspective to stand in that supports me in bringing this forth is:  A structure that will help me is: |
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# Synergy as Co-Active Corporate Coach

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| *Put it all together* |  | Imagine yourself standing in the Co-Active Model, with access to all of the Cornerstones, Contexts, Principles, and Designed Alliance.  Bring in your Captain and Crew.  Bring in your Being Name Tag quality.  Bring in the attributes of Fierce Courage, Aliveness, and Connection.  Bring in whatever else is essential for YOU.  With access to all of this, and imagining it to morph into a powerful alchemy that makes you a powerful coach…. Who are you? What is essential about you? |
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| *Your statement* |  | Craft a statement (or image) that portrays the essence of YOU as a complete corporate Co-Active Coach: |
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# Building a Foundation

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| *Resources* |  | OUTSIDE of Co-Active Coaching, what resources or skills do you think are important as a foundation for corporate coaching? What suggestions or recommendations do you have for others in the class? |
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| Recommendations |  | Use this space to record notes on recommended strategies or resources that come up in the conversation in class: |