



Coaching for Leaders (CFL) The Facilitators' Overview

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This CFL overview covers ten months with a Cohort of 10-20 participants.

Triad Coaches meet monthly with 3-4 members in each Triad.

The first year, TCs are usually external coaches, the second year, TCs will likely come from the first-year's Cohort.

For each Module, the SeattleCoach CFL content includes:

- a. Pre-work: Communication, videos, and PDFs. We ask participants obtain a copy of [The Essential Coaching Leader \(ECL\)](#).
 - Readings from the [ECL](#) + Patty's videos support the first three Modules.
 - Then PDFs + Patty's videos support the next seven Modules.
- b. A deck and plan for each 90" Module: Review + new material + customized scenarios, demos, and break-outs
- c. Direction for meeting with the Triad Team: Prep, coordination, consultation
- d. Direction for peer coaching in the Triads.
- e. Emails following each module
- f. Email ahead of each module

Module #1:	Welcome, Introductions, Overview, and Essentials: Why This? Why Now? Intro to Leadership Presence; to "Coaching" and "Coachable"; and to The Coaching Leader's Arena Working with your Triad and Triad Coach
Module #2	The Play Cards: The Big Whats and the Big Hows of a coaching conversation; the Stages of Change
Module #3	Key Skills and Behaviors Part 1: Co-Creating a Level III Conversation
Module #4	Key Skills and Behaviors Part 2: Exploring Resistance
Module #5	Key Skills and Behaviors Part 3: Finding the Next Step, the Experiment Inviting coachable people into a focused coaching conversation
Module #6	Key Skills and Behaviors Part 4: Your Authenticity, Transparency, and Presence. Being Brave. The practice of "resetting"
Module #7	Key Skills and Behaviors Part 5: Skills to Use Strategically and Powerfully Balancing Accountability and Support with Your Team
Module #8	Putting it All Together, Part I Navigation: Your Fast-Paced Environment + Finding Ways to be Personally Unhurried
Module #9	Putting it All Together, Part II Delivering Coachy Feedback
Module #10	"Next Steps" Presentations by Triads + Vision, Opportunities, and Next Steps for the CFL Program in this org.

Optionally, facilitators host a follow-up conversation for review, evaluation, and celebration. What will happen next?

We'll keep [this page](#) updated with more details.

Must-haves for CFL Facilitators and Triad Coaches

- a. As you find and cultivate opportunities, you have grace and wisdom and the ability to explain why coaching is such a crucial leadership gear.
- b. Your growing skill and presence as a coach.
- c. Your ability to pay deep attention to the right details (communication, preparation, follow-up, tech-stuff). You are the container.
- d. You're willing listen-listen-listen and to over-prepare.
- e. You cultivate your own stories, metaphors, and illustrations—and knowing when it serves to tell them. Your life is inspiring and visionary.
- f. You test-and-learn for as long as you're in this work.
- g. You have a partner coach (or two).

Must-haves for your business

- a. You are tech savvy. The general Modules need both tools and a co-pilot.
- b. A biz entity and insurance.
- c. Web/social media presence.
- d. Clarity about who you want to serve.

Must-haves for CFL client orgs

- a. They use external coaches like us strategically.
- b. Their C-Suite leaders are enthusiastic sponsors.
- c. They invest time and money to the education and development of internal coaching leaders. This is where Coaching for Leaders becomes very significant.

Keeping me happy

- a. Be honorable with my IP and brand.
- b. Make SeattleCoach and each other look good.
- c. Use CFL as an engine for the growth of your own expertise and visibility, your practice, stories, and style.

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