

Coaching for Leaders!

The Taster
Session



Facilitators: As you prepare for a taster session . . .



1. Invite a key sponsor to introduce you and to endorse the workshop
2. Prepare and practice your personal “One Coach’s Story” and why this work is big enough to matter (use your own version, vision and style)
3. Share the goals—be the container
4. Ask table coaches to join you to help with breakout conversations
5. Then explain, illustrate and apply the Core Four Play Card (“How”) on page 11 of the [CFL Playbook](#) (ask them to note a potential area to experiment with)
6. Explain, illustrate and apply the Explore-Experiment Play Card (“What”) on page 11 of the [CFL Playbook](#) (ask them to note another potential to experiment with)
7. Follow with a 10-minute demo and debrief with a volunteer
8. And in the final 10-minutes, help people to identify a 10% shift, experiment or a next step + and an accountability partner from the session

What does (the leader/sponsor) think?

One Coach's Story

(that's you, coach!)

The Coaching Mindset: The “How”



It is the personal presence of the coach or coaching leader that is the game-changer.
We call the following practices *“The Core Four.”* Each practice fosters *The Coaching Mindset*.
And each practice may call for slowing your pace—just a little.

Respect

Coaches express respect for others’ goals, agenda, opinions, confidences and resourcefulness.

- ✓ Ask questions. Ask permission. Listen for the “I-coulds.” Be patient with discomfort.

Energy

Coaches study and use their personal energy, judgment, values, experience and intuition.

- ✓ Understand the deep influence of your own voice, mood, breath and posture. The more you know, the more chosen (instead of reactive) you can be as you manage, lead and influence.

Acknowledgment

Coaches acknowledge the admirable. saying what they see in the character, actions, strengths, self-responsibility and vision of others. Their words are genuine and clear, marked by both grace (support) and truth (directness and challenge).

- ✓ The most useful acknowledgment/feedback/perspective is delivered authentically, specifically, respectfully and close to the event. It speaks to what is changeable and growing.

Listening

When a strong coach listens well—usually beyond the actual words—they inspire clarity, energy and possibility. They evoke awareness. We call this “level 3” listening. You are listening for the most useful questions to ask vs. simply keeping a list of great questions.

- ✓ Listening well matters even more than the amount of time spent. And, along with clarity and energy, it even may inspire deeper levels of intelligence, courage and self-efficacy.

The Coaching Mindset: The “How”



It is the personal presence of the coach or coaching leader that is the game-changer.
We call the following practices ***“The Core Four.”*** Each practice fosters *The Coaching Mindset*.
And each practice may call for slowing your pace—just a little.

Respect

Coaches express respect for others’ goals, agenda, opinions, confidences and resourcefulness.

- ✓ Ask questions. Ask permission. Listen for the “I-coulds.” Be patient with discomfort.

Energy

Coaches study and use their personal energy, judgment, values, experience and intuition.

- ✓ Understand the deep influence of your own voice, mood, breath and posture. The more you know, the more chosen (instead of reactive) you can be as you manage, lead and influence.

Acknowledgment

Coaches acknowledge the admirable. saying what they see in the character, actions, strengths, self-responsibility and vision of others. Their words are genuine and clear, marked by both grace (support) and truth (directness and challenge).

- ✓ The most useful acknowledgment/feedback/perspective is delivered authentically, specifically, respectfully and close to the event. It speaks to what is changeable and growing.

Listening

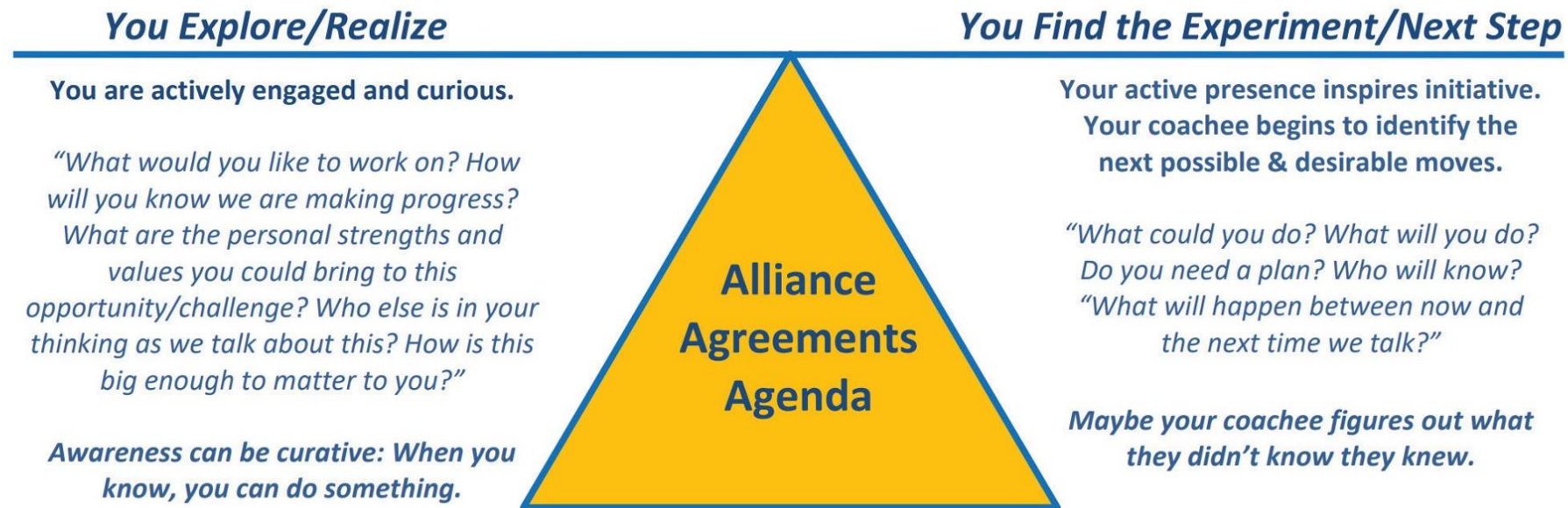
*When a strong coach listens well—usually beyond the actual words—they inspire clarity, energy and possibility. They evoke awareness. **We call this “level 3” listening.** You are listening for the most useful questions to ask vs. simply keeping a list of great questions.*

- ✓ Listening well matters even more than the amount of time spent. And, along with clarity and energy, it even may inspire deeper levels of intelligence, courage and self-efficacy.

The Coaching Mindset: The “What”

As a coach or coaching leader, you build on an alliance of trust, on clear agreements and on clarity about the purpose of the conversation--the agenda.

Your personal presence inspires the rhythm of exploration/experimentation.



***Your coachee leaves the conversation with a next step.
Maybe their next step is to reflect—maybe it is to make a bold move.***

It’s an Arc



What was it about
one of your first
coaches that worked
for you?

(music, sports, something else?)

The Coaching Leader's Arena: What is it about the northeast quadrant?



The Coaching Leader's Arena: Historically, which quadrant is your default gear?



The Coaching Leader's Arena:

In the next few minutes, imagine a 10% shift.



A 7" demo with a volunteer.
Look for the Core 4 + The Arc.

What did you notice the coach
doing?

Next Steps?

Q. What have you noted as potential experiments and 10% shifts?

Take one minute of silence to review your personal nominees. Select and refine one.

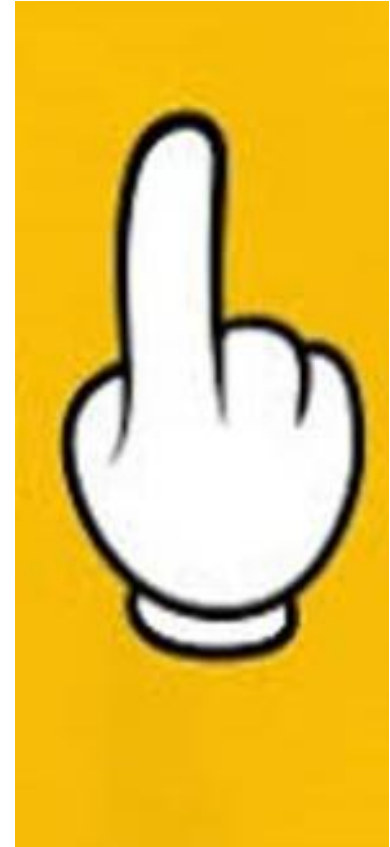
Three coachy questions:

1. What will you try?
2. When will you try it?
3. Who will know?

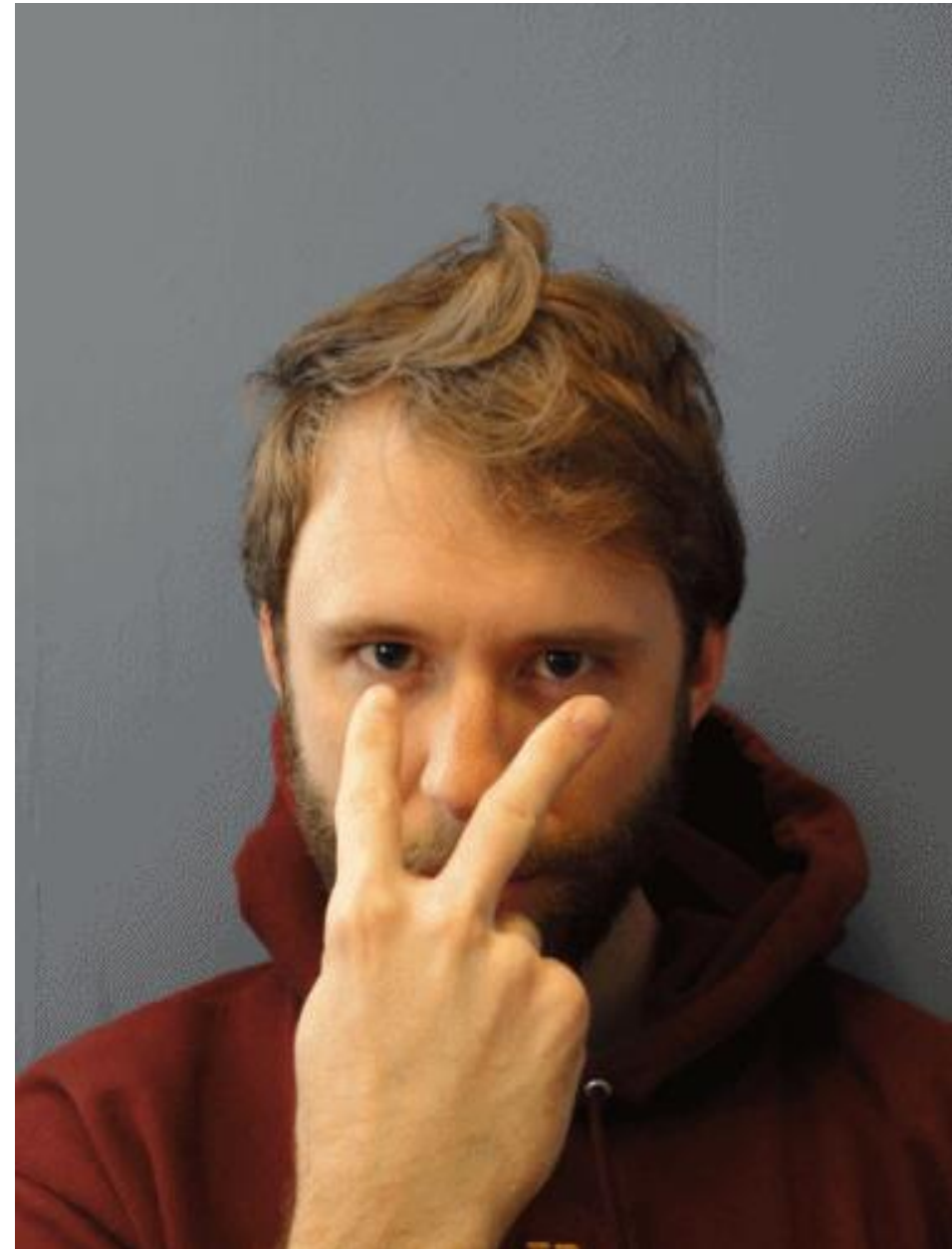


Index fingers up


Who on this call/in the room
will know about your
experiment?

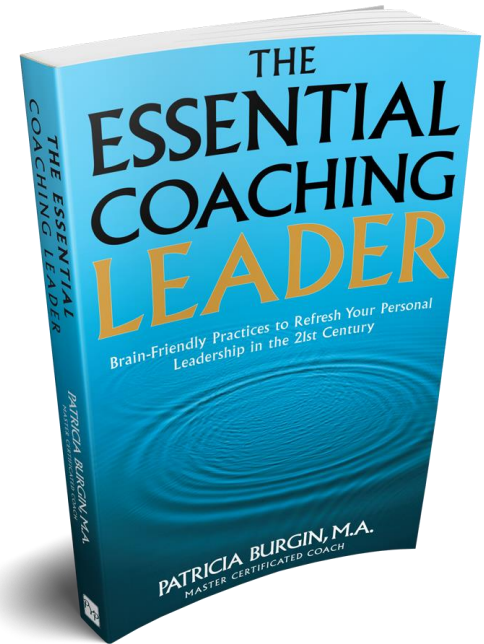


Point to the person!



Next Steps:

1. Check in with that person you pointed to in the coming week.
2. Read this “brief book about a big deal” 
www.pattyonamazon.com
3. More info to come about developing your coaching leadership





One word take-aways and our toast! *To the journey then!*