



Leading Through Coaching

Session 2

Housekeeping

Cameras

Mute Audio

Use chat pane

Be present

Respect others

Session overview

- Reconnect with learning from session 1
- Deepen listening and asking questions
- What next for my coaching journey

The Coaching Habit



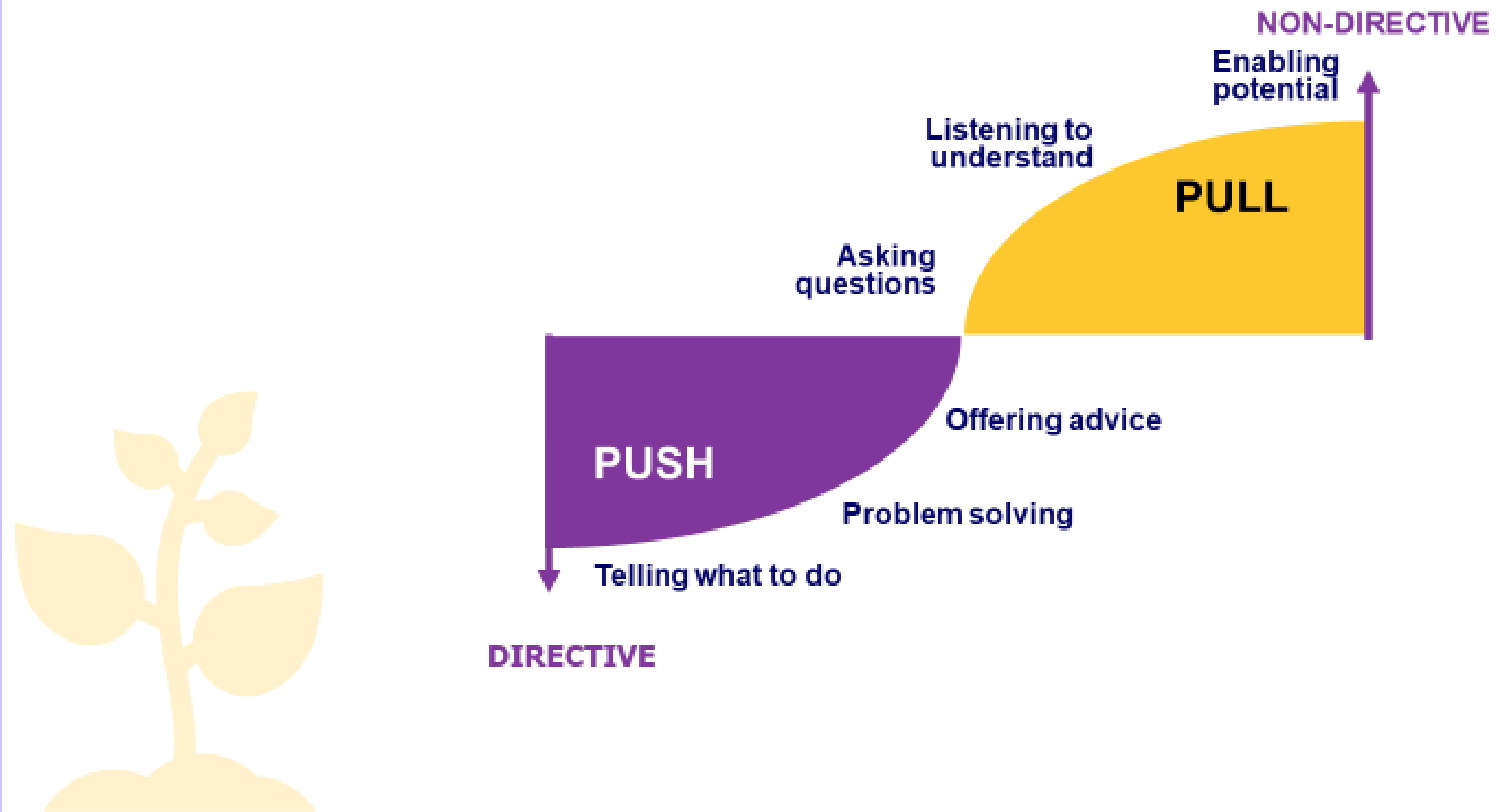
‘The Coaching Habit – Say less, Ask more and Change the way you lead forever (Michael Bungay Stanier)’

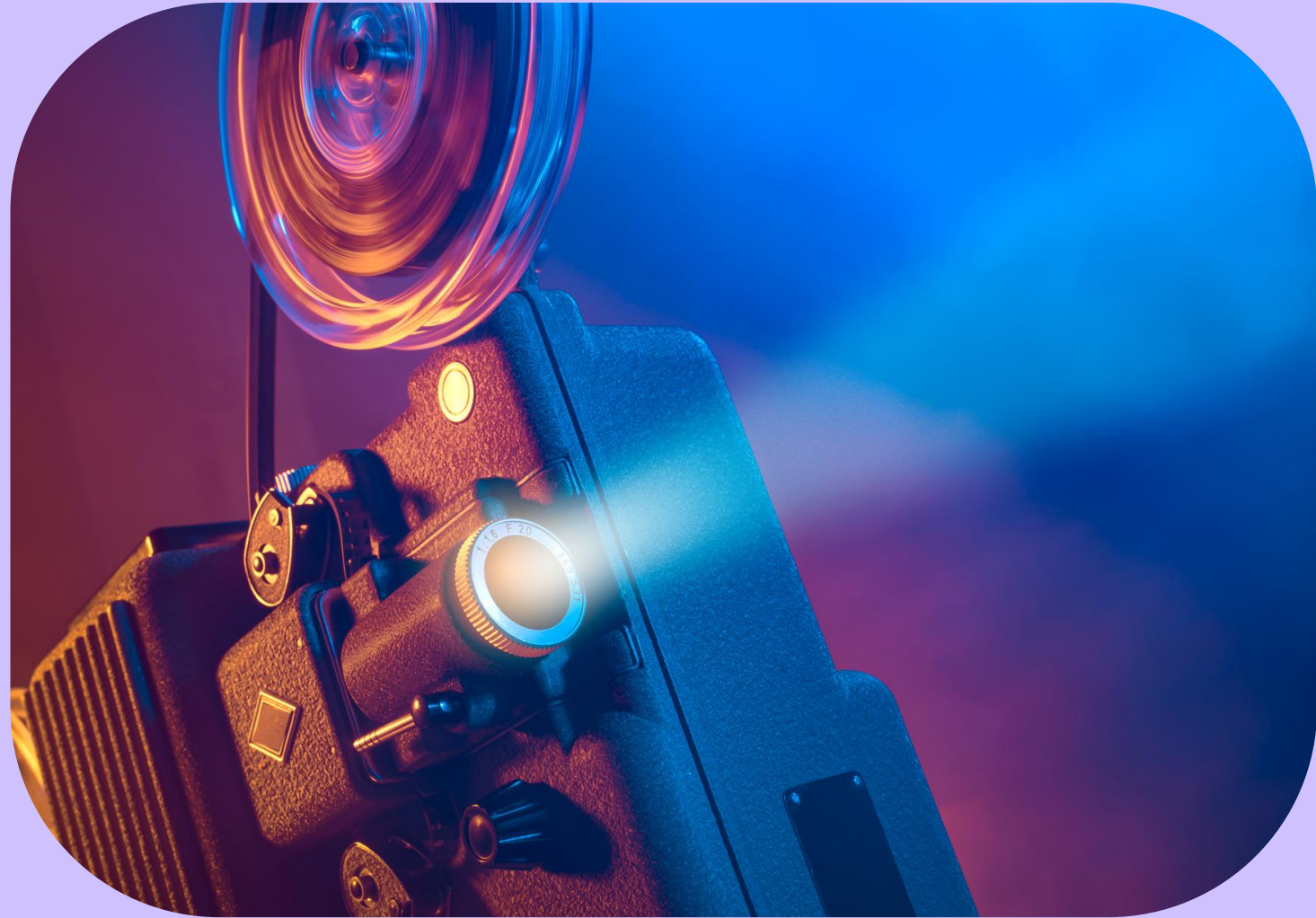
2 Sessions will offer the opportunity to:

- Build a coaching habit and skills which will support your day to day practice as a leader
- Translate insights and learning about coaching into action in your role as a leader
- Share practical tools and suggestions which will support you to practise your coaching approach.

Coaching Spectrum

Coaching Spectrum





Nancy Kline Thinking Environment - 10 Components

Nancy Kline

Components of creating a thinking environment

Ease

Equity

Attention

Place

Encouragement

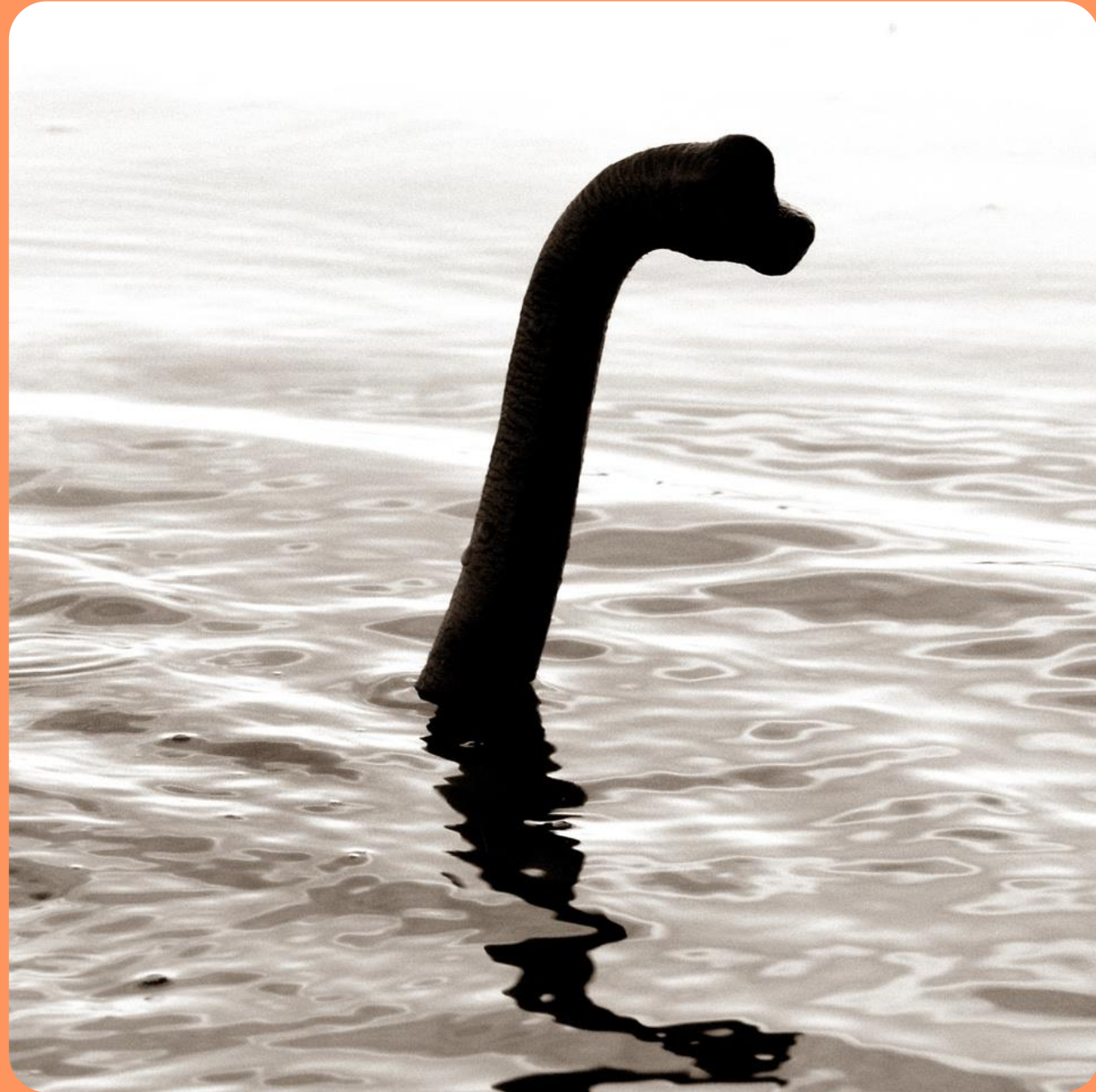
Diversity

Incisive questions

Appreciation

Feelings

Information



Taming your advice
monster

Michael Bungay Stanier

Staying curious a little bit longer

What is the real challenge?

The CREATE model

CURRENT REALITY (CR)

In a session or conversation, begin by discussing the current reality until both you and the other person have a clear picture of what is going on.

EXPLORE ALTERNATIVES (EA)

Once you are both clear on the current reality and have established a baseline that you can measure any progress against, begin to explore all the possible options and alternatives.

TARGET ENERGY (TE)

In a conversation where you are exploring options you will notice the change in energy when the purpose comes across an option, activity, idea or insight that they feel connected to – often the energy increase is on a sub-conscious level so sometimes even the person wouldn't recognise it.