

Welcome to Coaching

An introduction to the coaching components
of CSTE LEAD

WELCOME!

As we wait for folks to join,
please turn your camera on and
update your name in the
participant list with:

- > Your pronouns
- > Phonetic spelling
- > Health Department

We will begin shortly.



Kara Davidson



Stephanie Judd



wolf&heron

Agenda & Learning Objectives

- **Define Coaching**
- **Explore the One-on-One Coaching program component**
- **Explore the Group Coaching program component**
- **Discuss how to maximize the coaching benefits**



Kara Davidson



Stephanie Judd



We help driven leaders
increase their impact through the skills of
inspirational influence and facilitation.

What is Coaching?



What is Coaching?

- > Breakout rooms
- > Instructions in the chat
- > 10 minutes



*What comes to mind when
you hear “coaching?”*



What's the difference?

Coach

Mentor

Therapist

Our Definitions

Coach

A **Guide** that helps you...

- > Clarify desires and goals
- > Create plans
- > Design systems to support performance, productivity, wellbeing
- > Work to improve skills

Mentor

A **Role Model** that gives you...

- > Advice based on personal experience
- > Personal POV on what to know, feel, and do
- > Insight on “growth” in a loose sense of the word
- > Longer-term relationship

Therapist

A **Doctor** that helps you...

- > Recover from past setbacks
- > Become aware of behavioral patterns
- > Explore why past relationships have been destructive
- > Work through depression or anxiety
- > Move forward after grief or loss



Why invest in coaching?



One-on-One Coaching

Objectives

- > Clarify desires and goals
- > Create plans
- > Design systems to support performance, productivity, wellbeing
- > Work to improve skills



For example...



- > “I need help identifying/clarifying my goals in this program.”
- > “I have this presentation coming up and I’m anxious.”
- > “I need to have a difficult conversation. Let’s think through my approach.”
- > “I want to understand and integrate some feedback I got.”
- > “How do I address this element of my self-assessment?”
- > “I want to brainstorm how I can apply this concept at work.”
- > “I’m struggling to make progress or feel stuck on X.”

What other ideas do you have?

*What questions do you have about what we
can talk about during the sessions?*

Choosing a Coach



Kara Davidson

- Tuesdays & Thursdays
- EST time zone



Stephanie Judd

- Mondays & Thursdays
- MST time zone

Reasons to work with one coach

- **Continuity of relationship**
- **Better accountability**
- **Convenience**

Reasons to switch coaches

- **New perspectives**
- **Different styles**

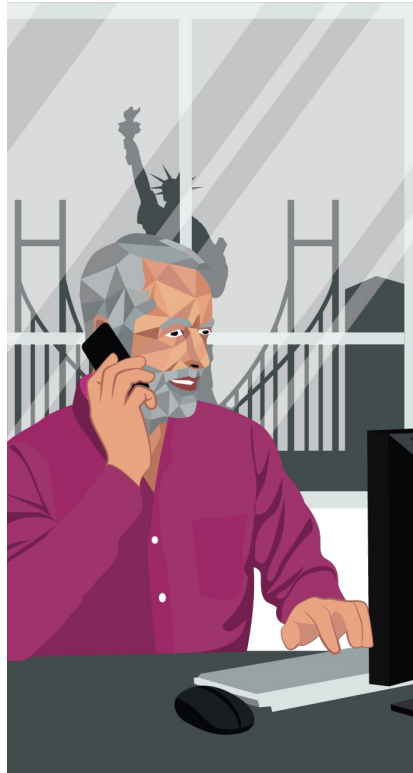
Maximize the Value of Coaching



- > Show up with a topic
- > Be in a space where you're comfortable speaking openly
- > Turn off distractions
- > Hold yourself accountable

The When, Where, and How

- **Link to schedule time on our Calendars on basecamp**
- **Ad hoc scheduling at your convenience**
- **Aim for at least 1 30-minute session a month**
- **24-hr cancellation policy**





Group Coaching

Objectives

- > **Learn and practice coaching skills**
 - Listening, Intuition, Self-management, etc
- > **Receive additional coaching time**
- > **“Insider” perspective**



The When, Where, and How

- > During monthly group time
- > 5 sessions



Questions?

