

Timing

10 min	Welcome + Housekeeping
20 min	What is Coaching? Breakout + Debrief
15 min	One-on-One Coaching
05 min	Group Coaching
10 min	Q&A

CSTE LEAD

Welcome to Coaching



Council of State and Territorial Epidemiologists

Permission Slips



In the chat box share something you intend to give yourself permission to do or feel in the meeting.

- Reminder of your intention for the meeting.
- These aren't promissory notes. These are intentions only, so there are no repercussions if you fail to deliver.

Benefits

- Check in with teammates
- Practice vulnerability
- Build trust
- Establish safety
- Practice mindfulness

Examples

- Listen with generosity
- Focus on paying attention rather than be distracted
- Listen more than you speak
- Ask questions

Virtual Meeting Expectations



Meeting Norms

- Listen and respond respectfully
- Actively participate in discussion
- Come prepared
- Be open to differing opinion and expertise.
- Focus on the meeting topic

Rules of Engagement

- Show up on time
- Include your agency/organization affiliation next to your name (and pronouns, if you would like)
- Use the chatbox to comment in addition to the phone discussion
- Turn your camera on (as internet bandwidth allows)
- Stay on mute unless you are speaking.
- Use emoticons such as raising your hand to speak

Welcome to Coaching

An introduction to the coaching components
of CSTE LEAD



Kara Davidson



Stephanie Judd



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 at work.**

What is Coaching?



What is Coaching?

- > Breakout rooms
- > **COPY**
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?

What the Previous Cohort Shared

“[The Coaches] are not in public health so they provide an **objective third-party perspective** on what you’re going through **in your work and in your life** and things like that. It’s just been a really good opportunity to take where I am to the next level, and help me really see what I could do with **myself** and my **project** and even the **field** that I’m in.”

“I **brought a generalized question** to [my coach]. She didn’t have to go into any specifics about what my work was around or the nitty gritty about the different people involved in it. It was really just having an **outsider’s third party perspective** about the problem. I have already **solved two issues** using her advice. It was super quick and super helpful. I need to sign up for another session. I could use help whenever it’s possible.”

“I will say for anyone who is hesitant, **I scheduled mine not knowing** what we were going to do. And we ran out of time. **It really is helpful.**”

“It felt my coach could hear and tug on the **subtext** in my words.”

“I feel like my coach **cares** about me, and is **actively thinking** of solutions for me.”



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 to have a difficult conversation with my boss/direct report. Let’s think through my approach.”
- “I’m so overwhelmed. I don’t know where to prioritize.”
- “How do I address this element of my self-assessment/360 feedback?”
- “I want to understand and integrate some feedback I got.”
- “I want to brainstorm how I can apply this concept at work.”
- “I’m struggling to make progress or feel stuck on X.”
- “What should I say yes or no to?”

What other ideas do you have?

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
- > Make it a routine - schedule out several sessions ahead

Our Promise to You



- > Confidentiality
- > Flexible availability
- > Active listening
- > Presence
- > Curiosity
- > Support
- > We'll work to meet you where you are.

Choosing a Coach



Kara Davidson

- EST time zone
- Warm, empathetic, intentional



Stephanie Judd

- MST time zone
- Candid, assertive, collaborative

Reasons to work with one coach

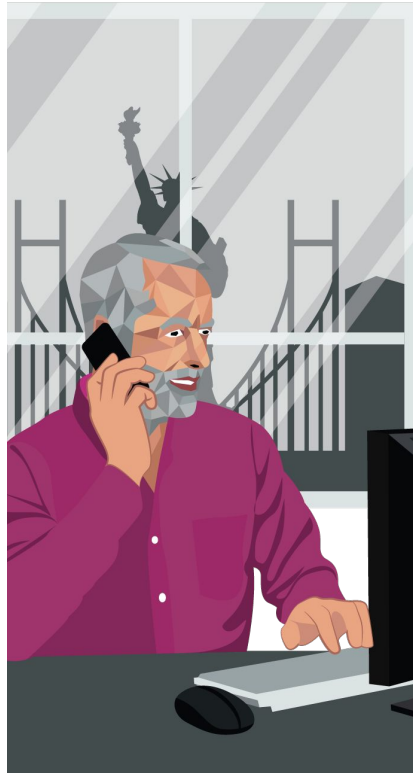
- Continuity of relationship
- Better accountability
- Convenience

Reasons to switch coaches

- New perspectives
- Different styles

The When, Where, and How

- Link to schedule time on our Calendars on basecamp
- Scheduling at your convenience
- Aim for at least one 30-minute session a month
- 24-hr cancellation policy
- You should get calendar invitations from **Acuity** - *Check your spam folders!*
- You will call your coach





Group Coaching

Objectives

- > Learn and practice coaching skills
- > Receive additional coaching time
- > “Insider” perspective



The When, Where, and How

- > **During
monthly group
time**
- > **5 sessions**



Questions?



Schedule time:
[https://wolfandheron.as.me/](https://wolfandheron.as.me/CSTECoching)
CSTECoching