

Shaping Our Future

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Euro-coach 30-31st October 2010

...confusion

Transactional Analysis Coaching
Management Coaching
Meta-Coaching
Leadership Coaching
Provocative Coaching
Remedial Coaching
Emotional Intelligence Coaching
Performance Coaching
Somatic Coaching
Executive Coaching
Cultural Change Coaching

It's a dog's dinner

So, what happens out there?

Facilitation BUT... other things too:

- More or less teaching/telling
- More or less structured pathways
- More or less prescribed tools and exercises

A new Perspective

If coaching is so difficult to define and...

If the object is 'a **behavioural change** in the coachee'...

Let's look for evidence for that!

Effects in Coachees

4 Level Model

1. Intellectual **R**esponses
2. Ditto + 'active' Intellectual **P**auses (short)
3. Ditto + **D**eeper **A**ccessing (ca.1 – 2 secs)
4. Ditto + **D**eeper **A**ccessing (2 sec – x mins; **S**ustained)

- Coaching happens when these happen
- Learning leads to behavioural change

Stretch Zone
Learning Zone

Comfort
Zone

Evidence for **D**eeper **A**ccessing

DA: 'Going Internal' <2sec

- Defocus of vision and, steady eye position
- Silence
- Total lack of physical movement/tics
- No stress indicators

Evidence for Sustained DA

DAS >2secs: As for Internal Event, Plus:

- Muscle relaxation
 - Slight nod of the head
 - Relaxation in jaw
 - Droop in posture
- Shallow breathing
- Pallor in skin tones reduces
- Possible 'cathartic' learning.

Video Examples of Intellectual
Pauses and Deeper Accessing
in a coachee?

To see the videos showing DAS and DA (with IP also).
Please go to the link at:

<http://members.angusmcleod.com/>

Login to use the service (immediate) and click on
Members Only: Advanced Coaching Skills from the
desktop on the right

4 Level Model

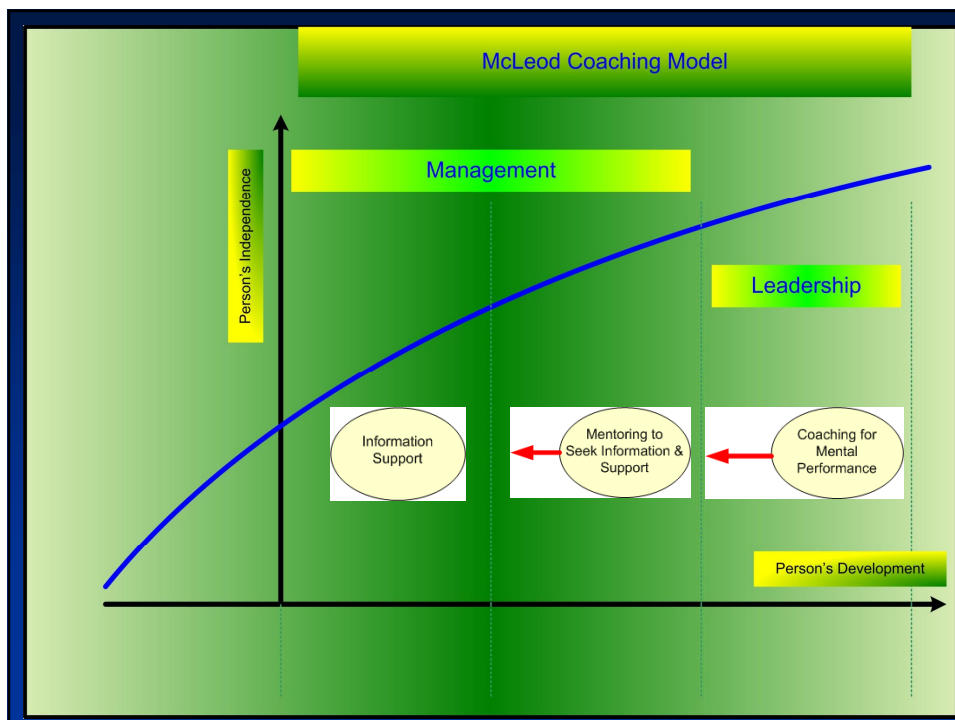
- **IR** Intellectual **R**esponses
- **IP** ditto plus Intellectual **P**auses
- **DA** ditto plus **D**eeper **A**ccessing
- **DAS** ditto **DA**, but **S**ustained

If you can do DA or DAS, then you can
'coach' anywhere and people do not know
what you are doing (they have gone
internal)

Living a Coaching Style

If people 'go internal' when we coach at **DA** and **DAS**, why not coach (at these levels) as a style of being/living?

Role-model behaviours in our communities?



Coaching as a Style

To see the wonderfully impactful video of Sam, a Government worker, who was trained by us to use coaching skills in her management style go to:

<http://angusmcleod.com/coaching-skills-modules/>

We also trained Sam's boss some years before. In the Video, Sam talks passionately about the effect of her boss's skills and the impact on her, personally.

Coaching

- Mainly a facilitating process using questions, challenge and silence to assist a coachee toward a defined target
- **Invariably leads to behavioural change.**

Note: Issues are typically current and relate to a target or targets with sustainable outcomes.

Meta-Objectives

- Learn how they learn
- Make unconscious competences, conscious
- Repeated success* = confidence then esteem
- More stretch (than self-coaching)
- Learning from honest feedback
- See humanistic leadership in their coach
- Learn: humanistic approach can be better.

* This must be acknowledged

Behaviours and Culture Change

When you have a tipping point for the presence of common behaviours in a culture, it changes.

If coaches AND their coachees are doing leadership..?

Euro-coach and Us...

1. Role-modelling leadership
2. Coaching Objectives
3. Meta-objectives

...create humanistic growth in people and communities.

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