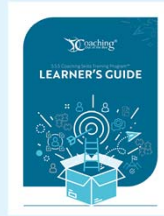




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## 5.5.5 Coaching Skills Training Program™



Have your **Learners Guide** with you.

Welcome, we will start at top of the hour.

**Host: Trainer Name, XCC**



### **Welcome and Introduction**

- Have slide on screen when participants enter room and get settled.
- Welcome the participants



The Case for Coaching will examine:

- Why coaching has spread in the way it has
- What each participant's PERSONAL case for coaching is

## WHY COACHING? WHY NOW?

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- The ICF formed in 1995 when coaching was just emerging.
- Coaching has become a highly desired competency.
- The demand is getting bigger every day.

Why do you think coaching has relevance today?

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Allow learners to share some thoughts on this. Just spend a small amount of time on getting ideas as they will go into coaching sessions to help each person clarify it for themselves.

Ideas if you need them:

- The landscape of business has changed dramatically in the past five years and is changing at a more rapid pace than we have ever seen due to
  - Expanding technology
  - Changing populations
  - A much larger playing field for both opportunity and competition globally
- To be agile businesses need to adapt people to change faster than ever
- To be innovative, environments need to foster creativity and allow for autonomous thinking
- To be responsive, a safe environment for flow of ideas needs to exist and a sensitivity to what is needed must be developed and rewarded.
- To be adaptable, leadership needs to enroll others into new and changing visions
- Algorithmic: Routine, repetitive, measurable work
  - Stick and Carrot (reward and punishment) works well in this business

environment

- Heuristic: Work that involves critical thinking, creativity and analysis
  - Research has shown stick and carrot can be devastating to a heuristic work environment



**Group Discussion:**

1. Ask 2 or 3 to share their direction for coaching. No need to debrief everyone.
2. Ask Observers, what did they notice sent well in the last coaching sessions?

# AGENDA

Week	The 5 Step Coaching Exchange	The 5 Step Guiding Principles	The 5 Core Coaching Skills
1	Overview, Practice	Overview	Overview
2	Step by Step, Practice		
3	Practice	Curious	Listening
4	Practice	Accepting	Questioning
5	Practice	Supportive	Encouraging
6	Practice	Focused	Requesting
7	Practice	Committed	Action Planning
8	Practice	Practice	Practice

Plan for pre-reading and practice between classes.

Optional: Let's Review where we are in the agenda



## 5.5.5 COACHING MODEL

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Putting it all together.

C Exchange--- Non linear, Dynamic

GP used at each and every interaction

CS when in doubt , listen

- The 5.5.5 Model is comprised of three key areas, each with 5 key concepts connected to them.
- The model is designed to be easy to transfer into your daily communications.
- The power of this model is that it captures the three pillars of effective coaching:
  - The skills you'll need
  - The process to follow
  - And who YOU, as the coach, needs to be to effectively coach

## DECLARE YOUR ACTION PLAN

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- Without action, it isn't coaching.
- Partner with your coachee to co-create action plans.
- Three types of action:
  1. Tangible
  2. Discovery & learning
  3. Evolutionary
- Set up accountability with WHO, WHAT, WHEN, HOW.
- Embed accountability. Explore consequences, meaning, relevance, resistance, commitment level and future possibilities.



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- **Options for delivery.** Outcome is each person has a personal action plan of their next steps.
- **Opt 0** - no need to do this as you merged the exercises with previous coaching practice.
- **Opt 1** – send to breakout rooms, one coaches to generate an action plan, switch and return to room
- **Opt 2** – keep in main room, individual reflection (5 mins) then round the room with what they are going to commit to. Facilitator to ask questions like what help will you need, who can you involve, what might get in your way, requests to go bigger, how will they know they have been successful... Model coaching in other words.

# PRACTICE IN PAIRS

## Practice following the 5 Step Exchange, Core Skills and Guiding Principles.

Coachee topic: Your Action Plan and next steps.

### Two rounds

1. A coaches B
2. B coaches A

### Timing

- 10 minutes coaching each round
- 2 minutes feedback each round

### Feedback (coach then observer)

- How did you notice the Guiding Principles show up?



## CF: Decide if time for Diads (this slide) or Triads (next slide)

Send in pairs to break out rooms. Give time notices at 3minutes. 4 minutes, 5 minutes and 2 minute feedback

# PRACTICE IN TRIADS

## Practice following the 5 Step Exchange, Core Skills and Guiding Principles.

Coachee topic: Your Action Plan and next steps.

### Two rounds

1. A coaches B, C observes
2. B coaches C, A observes
3. C coaches A, B observes

### Timing

- 7 minutes coaching each round
- 2 minutes feedback each round

### Feedback (coach then observer)

- What worked well?



Send in three's to break out rooms. Give time notices at 2 minutes and for 2 minute feedback, then switch roles.



**Details of Homework  
Field Work**

1. Conduct at least **two** Coaching Exchanges this week.
2. Discover *what is working* and *not working* for you.

**Prepare for Ongoing Coaching**

- Follow the learning in Your Action Plan.
- View coaching demonstrations.
- Practice, try it, keep trying and practice more.