



Recharge

Recharging Your Coaching Skills in Times of Change



Coaching in times of change

During change it is normal for people to:

- Make up stories in the face of uncertainty
- Worry about things they can at best only influence

Today we will talk about:

- How can we use our coaching tools to help others – reports, peers – through the challenges of change?
- How can we help ourselves cope with the stress of leading in times of change and of experiencing the change ourselves?



L LISTEN TO UNDERSTAND

A ASK POWERFUL QUESTIONS

C CHALLENGE AND SUPPORT WITH FEEDBACK

E ESTABLISH NEXT STEPS AND ACCOUNTABILITY



BUILD RELATIONSHIPS

>> Develop TRUST & CONNECTION



LISTEN TO UNDERSTAND





BE CURIOUS





Powerful questions are...

1. Open vs closed (yes/no)
2. Not leading
3. Short and simple
4. Not so that you can solve their problem for them

A

ASK POWERFUL QUESTIONS



Powerful questions for times of change

What are your concerns about the transition/change?

What do you know about the situation?

What don't you know?

Tell me about what makes that important to you?



CHALLENGE AND SUPPORT WITH FEEDBACK

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Questions to Challenge

Challenge the stories:

- What stories are you telling yourself?
- How true is the assumption you've made?

Identify fears:

- What fears are influencing you at this time?
 - How could you dispel those fears?

Focus on what they can impact:

- What about this situation can you impact?

Shift perspective –

move away from deficit thinking:

- What will it be like once everything is in place?
- What might be the benefits once the change is implemented?
- What can you do during this situation to make it easier?



Questions to Support

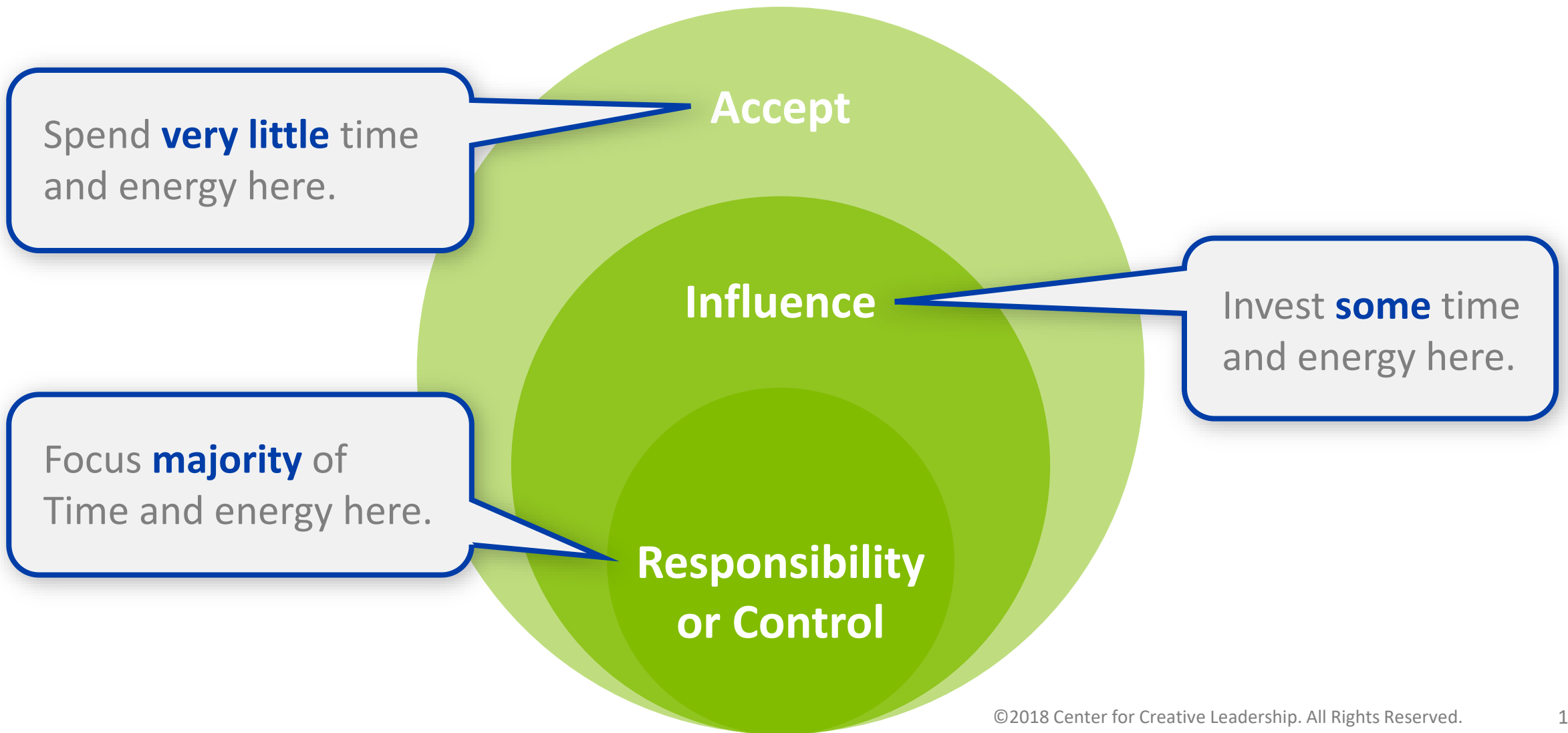
How can I best support you during this change?

Who else could assist you?

What resources do you need?

What might get in the way of you being successful?

Focus the Conversation





ESTABLISH NEXT STEPS AND ACCOUNTABILITY



Next Steps and Accountability Questions

Right now, at this moment, what do you want most?

What can you do during this change and transition?

What is one thing that would help you feel in control?

What is your next step at this time?



Taking Care of Yourself During Times of Change

Contagious emotions

Leading through a change that you do not control
or did not initiate

A dirt road winding through a forest with tall grasses on the sides.

Growth demands a temporary surrender of security. It may mean giving up familiar but limiting patterns, safe but unrewarding work, values no longer believed in, and relationships that have lost their meaning.

John C. Maxwell