



andpartnership
— LEADING FOR A CHANGING WORLD —

Leadership Development Programme

Co-coaching



Doncaster Deaf Trust
A National Centre of Excellence

Co-coaching Workshop

This smaller virtual workshop compliments the whole group days together and provides space to:

- Share your leadership experiments & impact – successful and otherwise!
- Receive support and challenge from peers
- Develop coaching skills – listening, questioning, focussing
- Quality time to receive help with specific live issues
- Continue to build peer development networks for the future

I will facilitate today's first session, setting you up to facilitate your own into the future, as a group and /or buddy pairs

Core Models so far...

OVERVIEW

FUTURE

- ★ What am I up to/leading for?
- ★ What do I care about?
- ★ The Future you want to create
- ★ Being your Best Self

ENGAGE

- ★ Engaging others in the Future you want
- ★ Building BIG relationships
- ★ The shadow I cast
- ★ Self limiting beliefs

DELIVER

- ★ Delivering more now and later
- ★ Conversations for delivery
- ★ Making BIG requests
- ★ Helping others take ownership

LISTENING LEVELS



- ★ Talking over each other
- ★ Waiting for the other to draw a breath

- ★ Conversation ping pong
- ★ Comparing what they say to your perspective

- ★ Coming up with solutions
- ★ "Fixing them"

- ★ Curiosity
- ★ Focus on them/their needs
- ★ Listen to understand

FOUR ENERGIES OF LEADERSHIP

PHYSICAL

Gestures
Stamina
Physicality
Tone
Voice
Motion
Volume

AGGRESSIVE

INTELLECTUAL

Thinking
Formality
Debating
Structure
Eloquent
Rational
Logical

OPINIONATED

EMOTIONAL

Openness
Passion
Vulnerability
Listening
Relationships
Rapport
Empathy
Trust

MANIPULATIVE

SPIRIT

Higher purpose
Stillness
Calm
Resolute
Vision
Possibility
Belief
Meaning

ZEALOT



THE SHADOW I CAST...

MY
LEADERSHIP
BEHAVIOUR



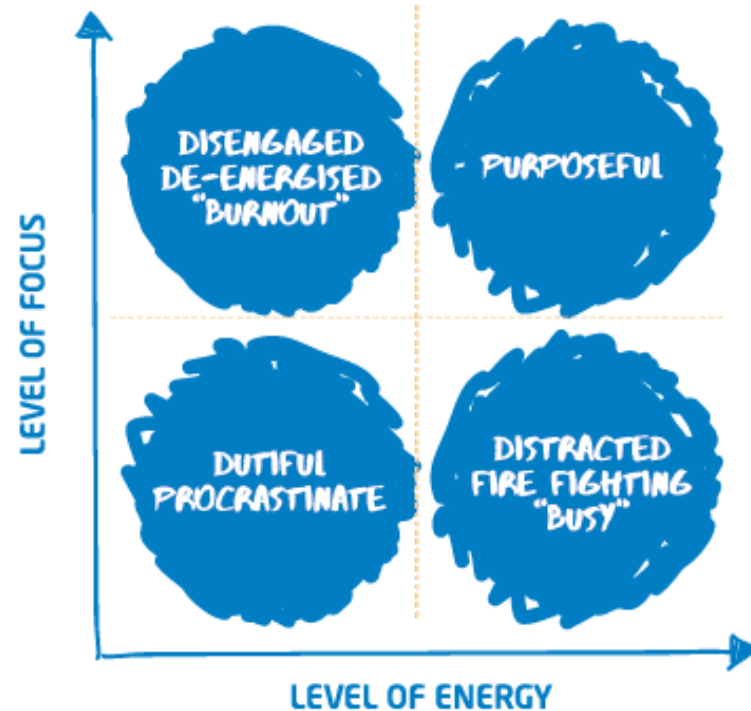
HOW IT 'LANDS'
ON OTHER
PEOPLE



LEADER / MANAGER / OPERATOR



BUSY MANAGER



- Ghoshal & Bruch
H.B.R Feb 2002

LEADERSHIP map

What will success look like?
How will we know when we get there?



Conscious Practice

- What am I noticing/experimenting using 4 Energies?
- When are my Self-Limiting Beliefs tripping me up?
- How could using my Empowering Statement help?
- How am I helping myself to be Purposeful and in Thrive mode more often, less 'Surviving' as Busy Manager?

Focusing on my Development

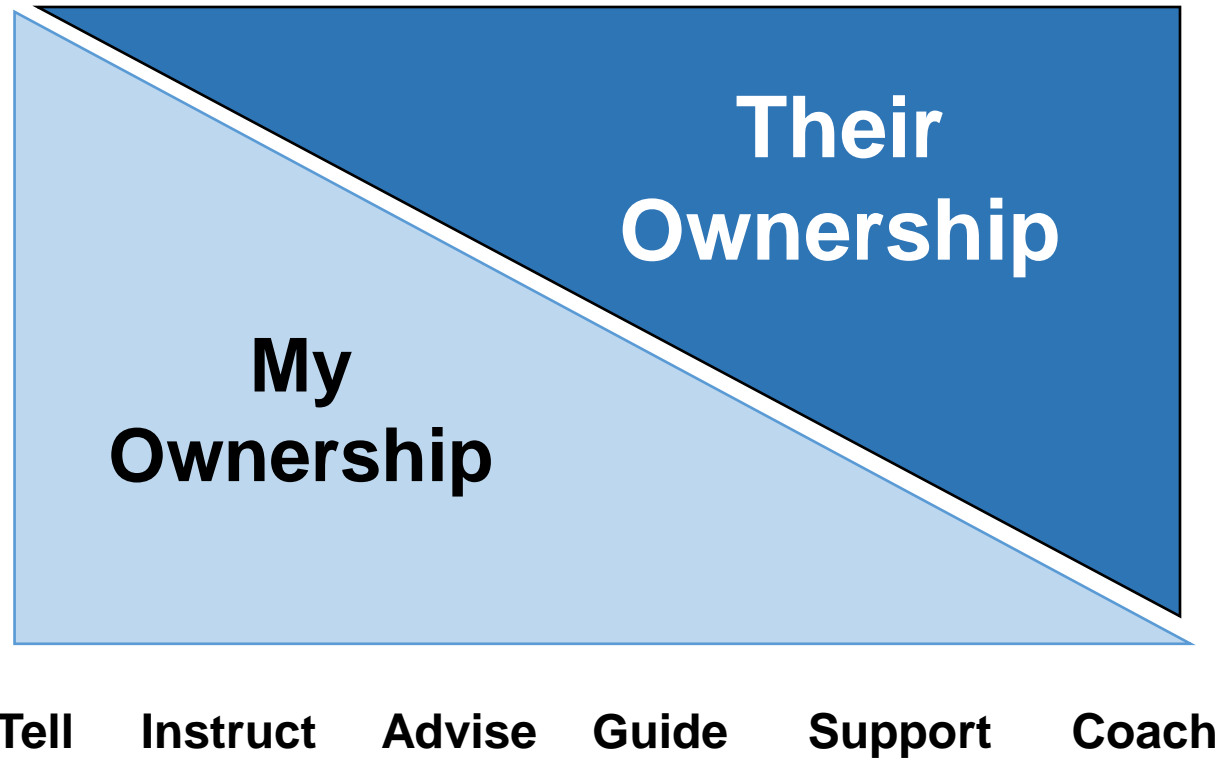
- What am I noticing/learning about myself as I focus on my leadership?
- What do I want help with from my group today?

Theme

Topic

Current Challenge

Impact of Style & Ownership



Map for helping conversations



Map for helping conversations

Which option feels best to you?
Easiest/Simplest to do?
When could you start?
What do you need?
How will you know you're making progress

What have you tried so far?
What are your thoughts?
What could you do?
What else?
If the next step was easy,
what would it be?



What's your goal for this topic?
What do you want to get out of THIS conversation today?
If you could get one thing sorted today, what would it be?

What is happening now?
What are you thinking/feeling?
What's the impact of that?
Explore, playback, probe....

Common Challenge



Co-coaching

- What's my issue/challenge – 4 mins
- Co-coaches listen and lodge Qs in Chat
- Speaker – Pause to read Qs
- Respond with peers asking further Qs
- What will I take forward from this conversation?

Co-Coaches: practice deep listening, ask open Qs, offer reflections/observations to help increase speaker awareness & insight

Check Out

**What has been the benefit
of this time together today?**