



Coaching For Results Global



Opening the Door to Coaching Conversations

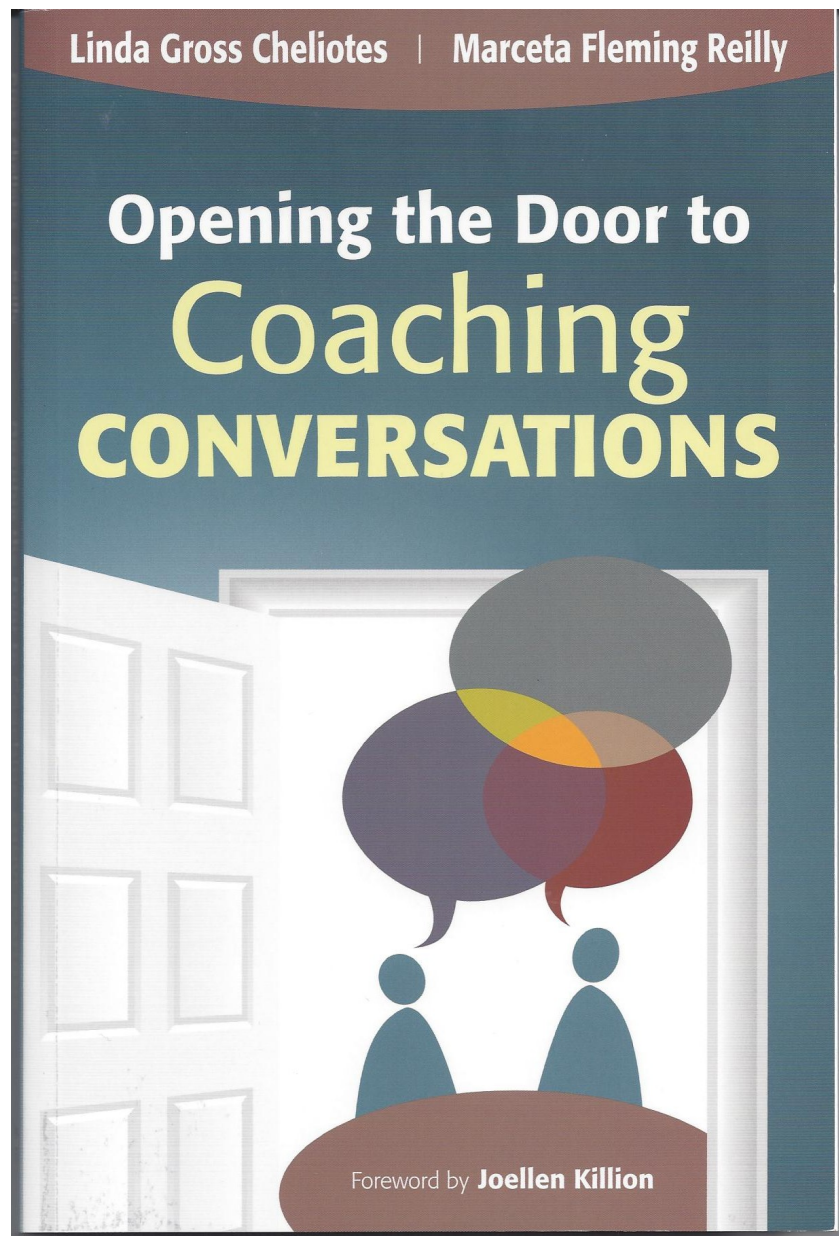
A KSDE Presentation

November 6, 2012

Wichita, KS

Objective for the Session

- To give participants a feel for what coaching conversations look like and sound like.



New Definition of Leadership

A GOOD leader is a problem-solver,
but
A GREAT leader inspires & empowers others.



The goal of a GREAT leader is to develop, confident, competent, courageous people around him or her to take action on meaningful work.



The Coaching Role

- ◆ To support others taking action toward their goals
- ◆ To be a partner with others to plan, reflect, problem solve, and make decisions
- ◆ To be nonjudgmental while giving reflective feedback
- ◆ To focus on assumptions, perceptions, thinking and decision-making *processes*—NOT solutions

The Essential Mindset of a Coach ...

- ◆ **Believe in another's ability to grow and excel.**
- ◆ **Use intentional language that communicates trust and belief in others.**
- ◆ **Recognize that "Advice is Toxic!"**

It requires:

Setting aside or suspending some typical behaviors

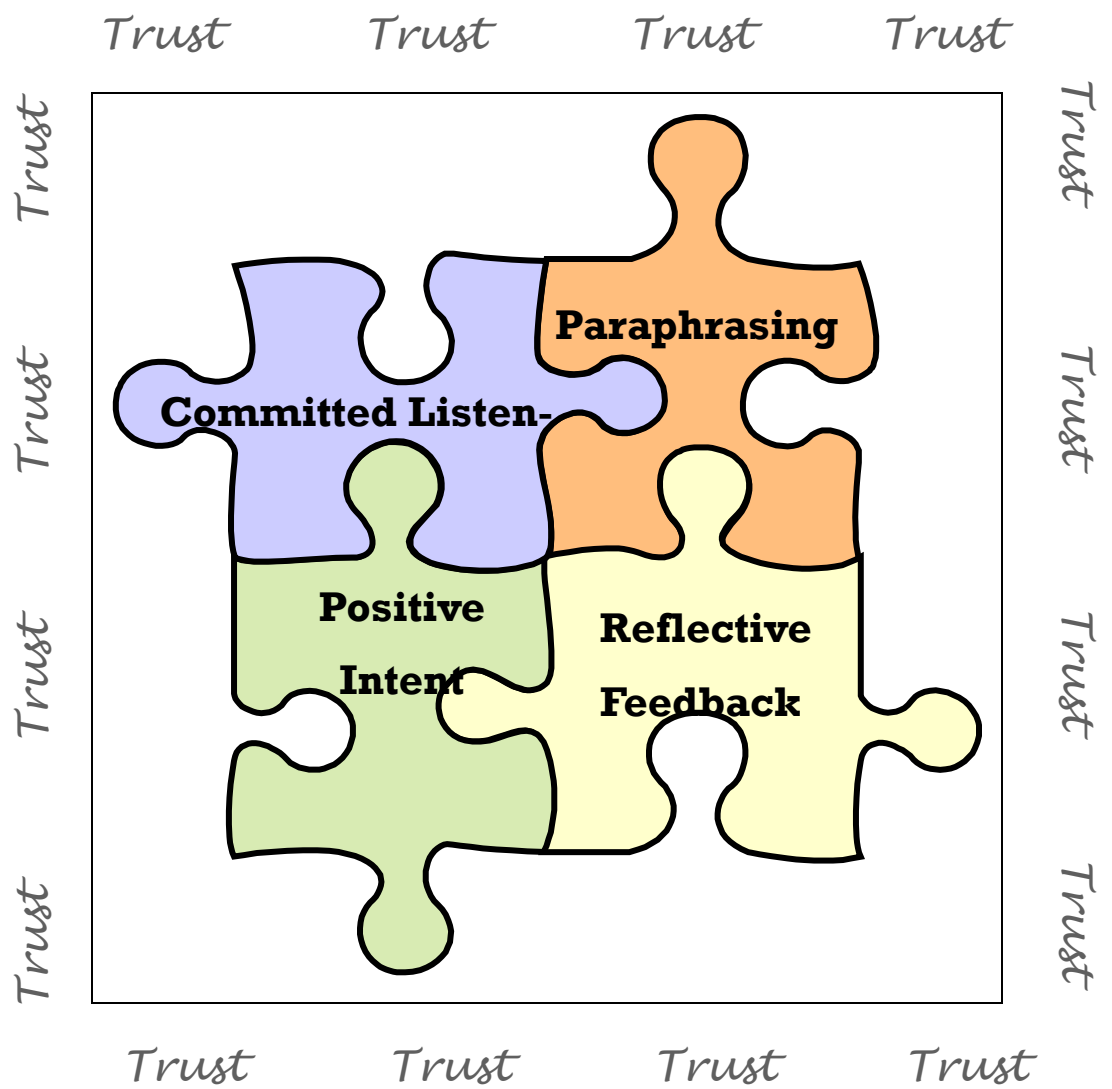
Seeing the person as whole and capable

Modeling committed listening and speaking

Corey's Story: A time of tumultuous change!



Four Essential Coaching Skills



Informal Coaching Observation Form

Examples of deep listening	Examples of paraphrasing
Examples of positive intent & good questions	

Summary of KEY IDEAS

- We believe that we need GREAT leaders in our schools.
- It isn't about KNOWING or DOING more.
- It IS about them BEING coach-like in how leaders build relationships with staff.
- Having a coach-like mindset and using Coaching Conversations as your way of leading can inspire & empower staff.
- It can *transform* your school!

Contact Information

Corey Reese, Supt.

Clifton-Clyde USD 224

creese@usd224.com

785-446-3444

Marceta Reilly, Leadership Coach

Coaching For Results Global

marceta@coachingforresultsglobal.com

785-608-8899

Visit our website:

www.coachingforresultsglobal.com