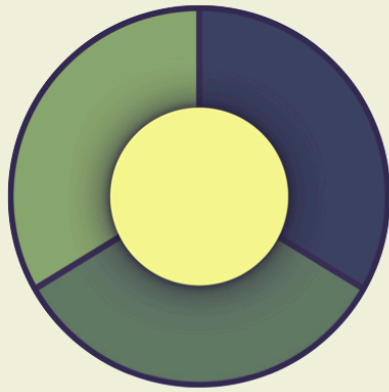


Corporate Sponsored Coach Training

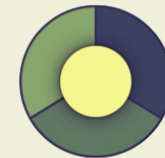
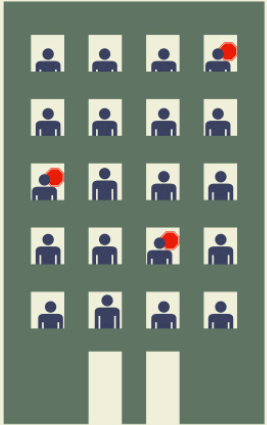


Common Corporate Mindsets

Exploring 3 Corporate Mindsets

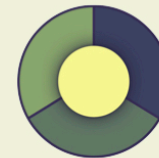
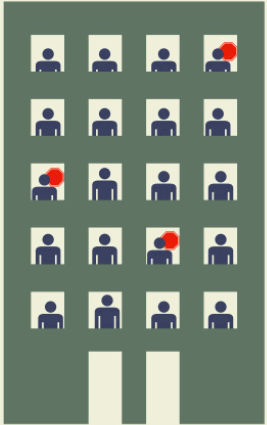
1. "Just Do It"

- Low readiness leaders focused more on tactics
- These clients may be more comfortable with execution rather than considering value beyond performance.



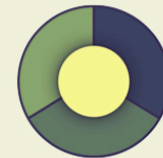
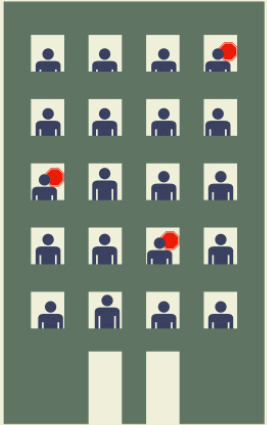
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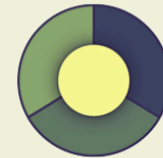
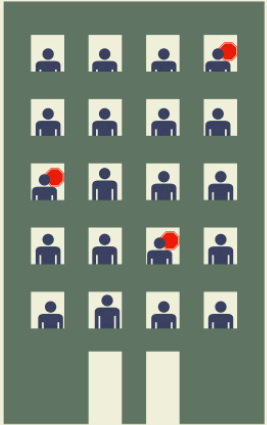
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- Low readiness leaders focused more on tactics
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- Also consider: Self Awareness, Empathy (team and organizationally), Growth Mindset Narrative and offering challenges.



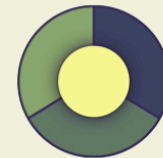
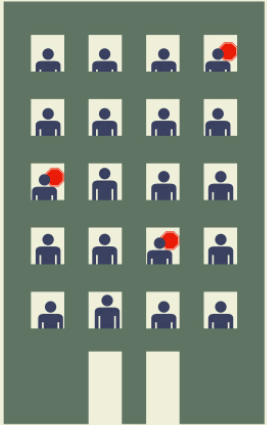
2. I'm not that type of leader...

- Direct or indirect believer in the unhelpful version of the Peter Principle.
- Organizational growth and promotions tend to lead to needing to leverage lower competency skills. However, these skills do not have to stay lower competency.



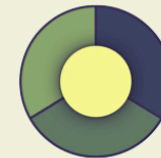
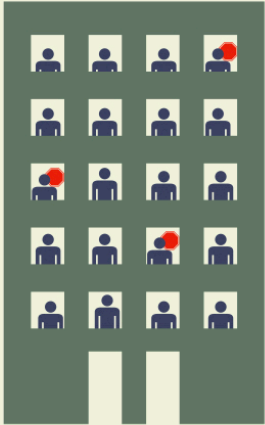
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- Direct or indirect believer in the unhelpful version of the Peter Principle.
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- Consider coaching around the Growth Mindset Narrative, the Mindset Canvas (around doubt), Motivation and Self Awareness



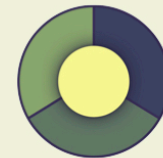
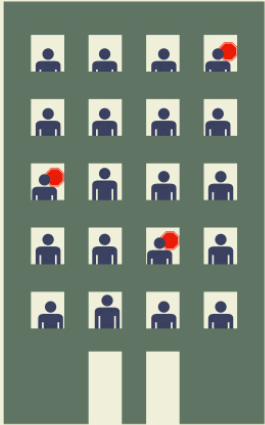
3. Leadership Identity Crisis

- Those growing from Manager to Director and Director to Executive can experience a great deal of self doubt (pre or post promotion)
- “I have never been interested in delegating...” can lead to “I’m too hands-on to feel confident letting go.”

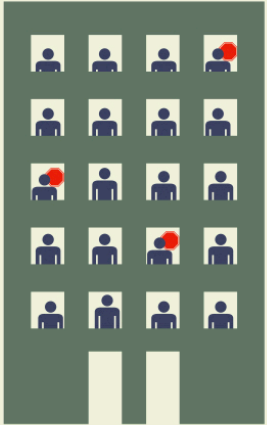


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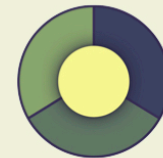
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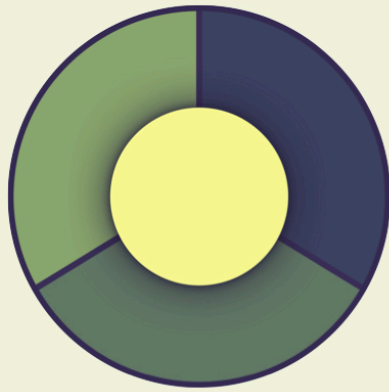


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- These doubts are normal for many experiencing progression in their leadership journey.
- Consider using the Growth Mindset Narrative looking at 2-5 years in the future. Also consider exploring Empathy/Relationships, Self Awareness and Self Regulation.



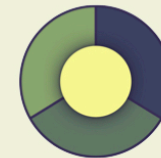
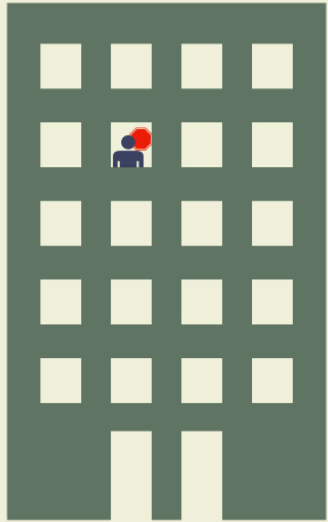


Common Corporate Mindsets

Coaching a Lower Readiness Leader

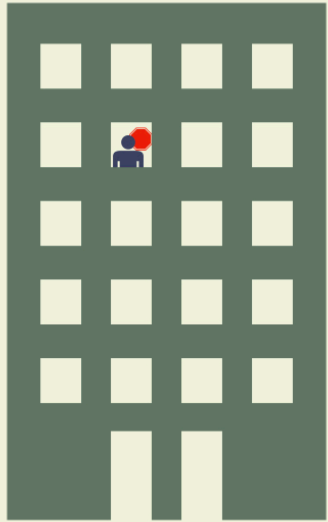
Indicators of Lower Readiness

- “My leader/company said I had to have a coach.”

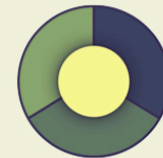


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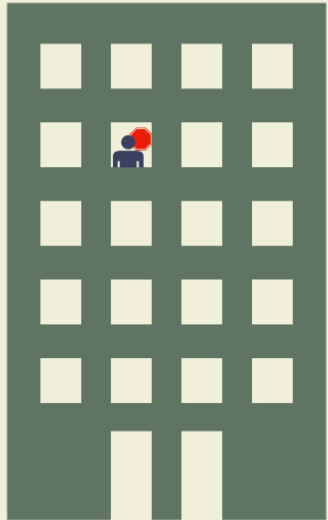


- “My leader/company said I had to have a coach.”
- “Why are you asking me all of these questions?”

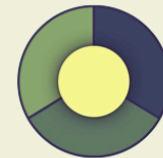


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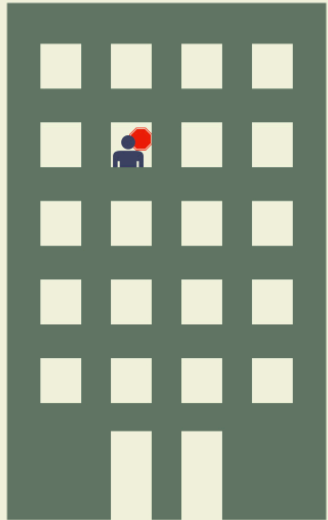
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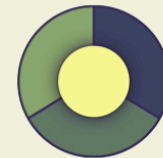
- “My leader/company said I had to have a coach.”
- “Why are you asking me all of these questions?”
- Frequent “I don’t know...” responses



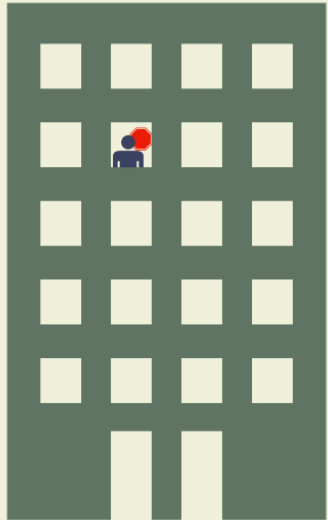
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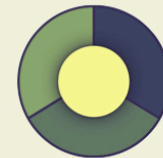
- “My leader/company said I had to have a coach.”
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- Frequent “I don’t know...” responses
- “You tell me!”



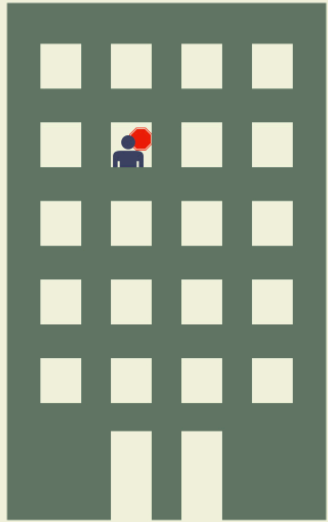
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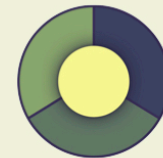
- “My leader/company said I had to have a coach.”
- “Why are you asking me all of these questions?”
- Frequent “I don’t know...” responses
- “You tell me!”
- Talking around the tough questions



Basic Tips for Lower Readiness

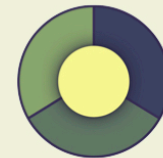
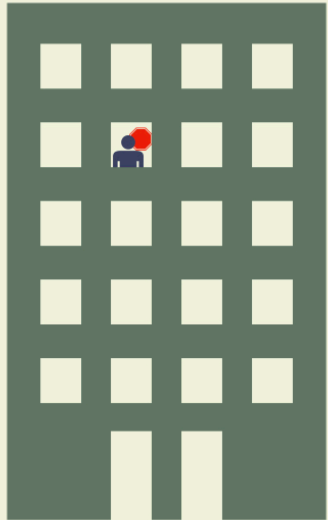


- Be willing to use good direct communication to offer observations and clarification around the coaching process.
- Don't demonstrate judgement.
- Acknowledge work when a client does answer the tough questions while highlighting the value of coaching.



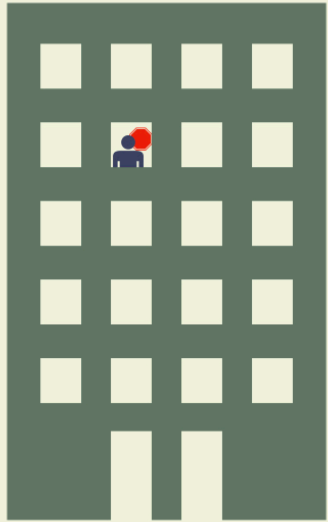
A Fair Challenge

- Take a moment to consider: Might this behavior in-session relate to the goal they bring to coaching.

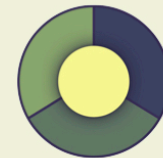


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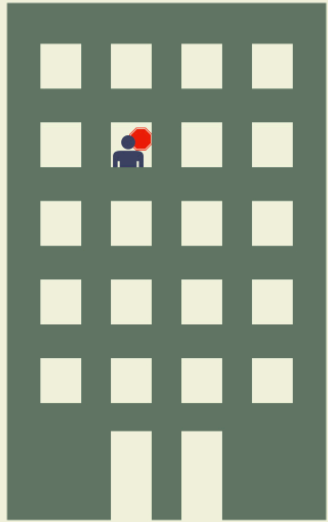
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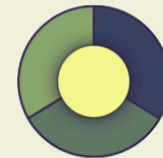
- Take a moment to consider: Might this behavior in-session relate to the goal they bring to coaching.
- If you notice a potential connection, initiate a challenge.
- Offer your observation of the in-session behavior (fact-based observation) and your intuition of how it *might* be related to the client's goals.
- Offer this challenge back to the client for their open interpretation.



Co-Designing the Bridge to Readiness



- For coaches that recognize the value of working on their in-session responses, we can support their experience to make it more helpful.
- You can partner around how to respond to “I don’t know” moments.
- As always, interrupting well can be co-designed.
- You can clarify the type of advice you are willing to give (advice of tools or direction of questioning, but not traditional advice).



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