Coaching from Values

Coaching for Performance
Coaching for Performance

Speak the same coaching language

Shared understanding of “what is coaching”

Values-Based Coaching Culture
What is Coaching?
Overall Purpose of Coaching
Purpose of Coaching

Opportunity Analysis

- Performance
- Time
- 3 Months
- 6 Months
- 9 Months
- 1 Year

Future Goals
Growth Opportunities
“Helping people get from where they are today, to where they want to be.”
Coaching Culture Goal

Recognize opportunities to develop and grow.
Coaching Defined

What Is & What Isn’t Coaching
Coaching Defined

Managing

Coaching
Coaching Is...

• Future- Focused
• Ongoing
• Collaborative
• Individualized
• Encouraging growth
• Building on prior knowledge or experiences
Coaching Is Not...

- Focusing on past performance
- Delivered only once or two times a year
- Supervisor-led
- Applying generic content
- Teaching a new concept
- Mentoring from past experience
- Providing therapy or counseling (direct to EAP)
An ongoing and dynamic series of job-embedded interactions between a coach and his or her team members, designed to identify strengths and growth opportunities and based on observations that provide guidance and reinforcement specific to that individual.
When Do You Coach?
Integrated Coaching

Scheduled Coaching
**Option A**

Team Member: Student, I just can’t do that.

Student: Next time, find me-we could probably help the student.

**Option B**

Team Member: Student, I just can’t do that.

Student: “What options would you have wanted to give the student? Let’s think of the ways to explain the alternatives...”
Integrated Coaching

What did the team member and I talk about?

What questions could I have asked to make this a coaching opportunity?
Benefits of Integrated Coaching

Allows learning to be closely linked to the actual development opportunity.
Benefits of Integrated Coaching

Team members feel understood.
Coaching Culture Goal

Coaching is part of nearly everything I do.
What is Scheduled Coaching?
Benefits of Scheduled Coaching

Creates a foundation for consistent coaching.
Benefits of Scheduled Coaching

Ensures you are supporting the team member’s development goals.
Benefits of Scheduled Coaching

Helps you know what to coach to during in-the-moment coaching.
An effective coaching culture has both integrated and scheduled coaching.
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<th>Demonstrated Strengths or Accomplishments</th>
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**Purpose:**
Transform lives in order to improve the lives of others.

**Vision:**
Be an extraordinary team, committed to excellence, unafraid to challenge conventional wisdom.

**Values:**
Serve Others First
Integrity
Respect
Collaboration
Be Visionary

**Goals:**
Our desired results and outcomes, focused on what we want to accomplish.

**WHY?**
Why do we exist?

**WHERE?**
Where are we headed, and what can I do to help?

**HOW?**
How must we behave to achieve our vision?

**HOW WILL WE MARK OUR PROGRESS?**
Clarifies Determination
Compelling Future
Shared Commitments
Targets & Timelines

Sharpens Focus
Gives Direction
Guides Behavior
Establishes Priorities
What is a Goal?

An objective or end-result that an individual or organization is focused on or aiming for; desired result or outcome.
S.M.A.R.T.

- Specific
- Measurable
- Attainable
- Relevant
- Time-Bound
Example

- Coaching Plan

Found at:
www.unthsc.edu/coaching/
Factors of Performance

Ability
Motivation
How do you define ability?

Knowledge, Skills, Experiences
How do you define motivation?

Interest, Willingness, Desire, Commitment
The Blind Side: Practice Scene Clip

https://www.youtube.com/watch?v=uuYlHxijIho
“You should get to know your players. Michael scored in the 98th percentile in protective instincts.”

- Leigh Anne Touhy
Coaching should build skills that directly impact performance.
Coaching needs to be collaborative with the team member.
Coaching should focus on strengths, not just weaknesses.
Coaching should take into account long-term career plans.
Benefits of Coaching

What does a good job look like?
Four Dimensions of Employee Engagement

This last year, I have had opportunities at work to learn and grow.
In the last six months, someone at work has talked to me about my performance.
I have a best friend at work.
My associates or fellow employees are committed to doing quality work.
The mission or purpose of my institution makes me feel my job is important.
At work, my opinions seem to count.
There is someone at work who encourages my development.
My supervisor seems to care about me as a person.
I have received recognition or praise for doing good work.
At work, I have the opportunity to do what I do best every day.
I have the materials and equipment I need to do my work right.
I know what is expected of me at work.

Source: Gallup, Inc.
A coaching culture creates an environment in which...
What’s Next?

http://www.unthsc.edu/coaching