

Coaching:
the fastest way to get from here to there

Felicia Logan, Executive Coach
Leadership Development Director

ICMA
Leaders at the Core of Better Communities

Process for those being coached

On the index card write down 1 thing that, if you did, would make the biggest difference in your personal or professional success.

Pick something specific that you can describe in 3 or 4 sentences. Frame it as an issue or a question that can be addressed today and moving forward.

Be ready to let go, trust your coach and the process— and see what happens

Each session is 15 minutes-make it count!

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Harvard Business Review says

"Coaching is the one leadership skill most needed to retain high performers and put change into positive action."

High performers want to know that you will invest in them— and make a personal investment.

Let's build that coaching muscle together.

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This session provides practice in the skill of coaching, and being coached, of trusting intuition, of learning to ask the right questions, and of mining strengths of individuals and organizations.


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As coach, your primary role
is to provide a time and place for
focus, possibility, learning and action.


Remember that coaching
is not
counseling, mentoring or advice giving.


Your job as coach is to help the person
identify desired change
describe it in 3-4 sentences
identify action that will support the
desired change.

Seven masterful (and necessary)
skills for powerful coaching.



Listen
 with your ears and your intuition.

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Focus the issue



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Ask powerful questions

What do we mean by powerful questions?
 Not **Why** but **What**
 Not **Why** but **How**


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Coaching: Up, Down and Across
 Tips from Felicia Logan

<p>Process</p> <ul style="list-style-type: none"> Focus-it's not about you! No fish tales! Be a "Thinking Partner" Do not be helpful, solve the problem or give advice Focus on coaching the individual to be clear about desired outcome and change Ask Powerful Questions-What and How not Why Brainstorm options Create Action Plan and Accountability NOTES: 	<p>Powerful Questions</p> <ul style="list-style-type: none"> What would you like to coach about today? What outcome do you really want? What makes this important to you? What have you already done? What's the next thing you could do? Would you like to hear what I think? What will you commit to do by when? How will you let me know as your coach? NOTES:
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12



Stay curious and explore possibilities

(When I am ready to give advice
I stop myself and get curious)

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Help move the person to “action” and create accountability.


Ask “What will you do by when?”
and “what can you do to ensure that this actually happens?”

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Identify next steps that are meaningful to them.



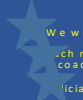
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Celebrate success (no matter how small),
recognize the courage that change calls for,
Hold them large and support their progress.

Rick Logan, Executive Coach 16

Please assemble at the following tables



We will participate in 2 rounds of coaching.
Each round is 15 minutes then 5 minutes to match with a new coach.
Nicola Logan will keep time—
Try to stay on track @ its easy to drift.
Not so much background as a framing of the issue then coach to fill the gap between the current and desired state

Thank you for practicing the skills of results based coaching.
Thank you for bringing a "real" issue to be coached on.

For more information or to contact me:
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