
Coordinator Coaching Lab

NORMS FOR COACHING PROTOCOL

- Frame intent and tone of feedback for growth
- Be honest and remain non-judgmental
- Be open to receiving feedback
- Maintain confidentiality

In each group, someone volunteers to coach and be coached. Coachee sets context for coach and poses the main issue or focus question he/she would like to answer

Each group identifies a facilitator who:

- Manages the time -- moving group through protocol
- Ensures adherence to norms -- ensuring emotional safety of coach & coachee
- Clarifies the Focus Question for all participants
- Conducts Post-Coaching Debriefing

Round 1: What did the coach do and what impact did it have on the coachee's main question to be answered?

Round 2: Coach reflects about his/her intentions during the coaching session; coachee reflects about his/her thinking and learning from the coaching session

Round 3: Take it deeper -- Here the group looks at the focus question posed by the coachee at the beginning:

- How did the coach take the coachee deeper?
- What additional possibilities for deep thinking are available?

Round 4: Coach reflects out loud on what he/she heard and ideas he/she might try in the future.

Round 5: Personal take aways/learning for me

Possible Compelling Questions for Coaching Lab

- What will you need to let go of?
- What is the most important decision you're facing?
- What things are you doing that you would like to stop doing and/or delegate to someone else?
- What has become perfectly clear as a result of your participation in our quarterly meeting and Mentor Academies?
- What conversations are you avoiding right now? What bold step do you want to take? What are 4 to 5 other possibilities?
- Who can get you the answers?
- What other considerations are you thinking about?"
- Tell me more.
- What can you and only you do, that if well done, will make a real difference?
- How do you see this different from....?
- What are the costs you have calculated to put this in place?
- Of your resources you used, which ones would provide the most help to move forward?
- Which groups could provide useful input to the plan?"
- When you checked your Induction Program's alignment with the mentoring standards what did you find as strengths and/or gaps?
- What are you considering in regard to...
- I wonder what would happen if...