

1

Coaching for Commitment



1 hour, 30 minutes

My Coaching Definition

Name _____

A cartoon character that represents me is:

My Definition of Coaching

Be brief and succinct!

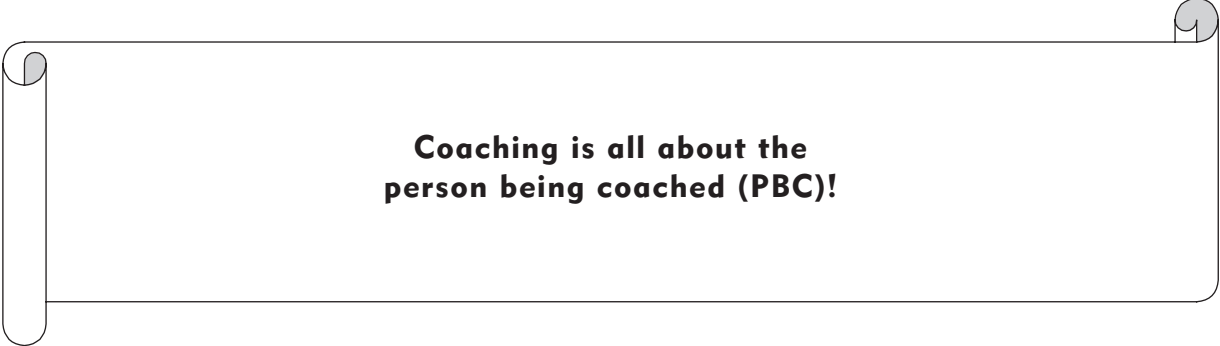
Coaching is. . .

Copy your definition onto a sticky note and place it on the "My Coaching Definition" easel pad.

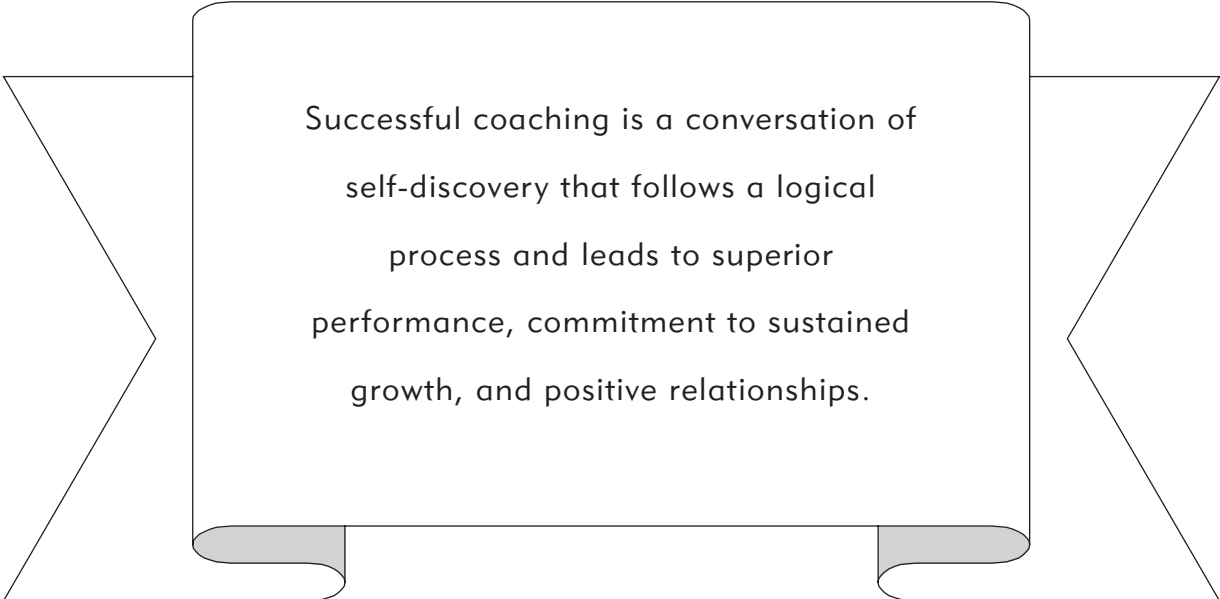


How many years have you been coaching based on your definition?

Shared Definition of Coaching



**Coaching is all about the
person being coached (PBC)!**



Successful coaching is a conversation of
self-discovery that follows a logical
process and leads to superior
performance, commitment to sustained
growth, and positive relationships.

Coaching Is. . .

Coaching Is	Coaching Is Not

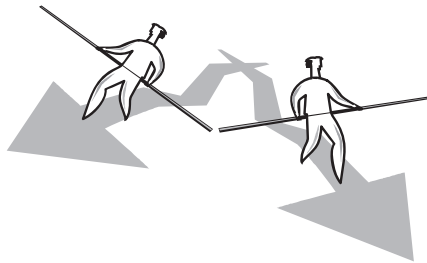
MY CURRENT COACHING CULTURE

Currently, how is coaching used or perceived by my team and in my organization?

Great Expectations

During this workshop, you will have the opportunity to . . .

- Get **involved** by understanding the various roles you play when interacting with others.
- **Discover** ways to be more effective in the coach role, and how to gain commitment from the person being coached (PBC).
- **Commit** to Creating a Coaching for Commitment Culture.



Just as coaches who live and breathe coaching must sometimes make a conscious shift to a non-coaching role when dealing with others, non-coaches and new coaches alike must make a similar shift in thinking like a coach before approaching a coaching conversation.

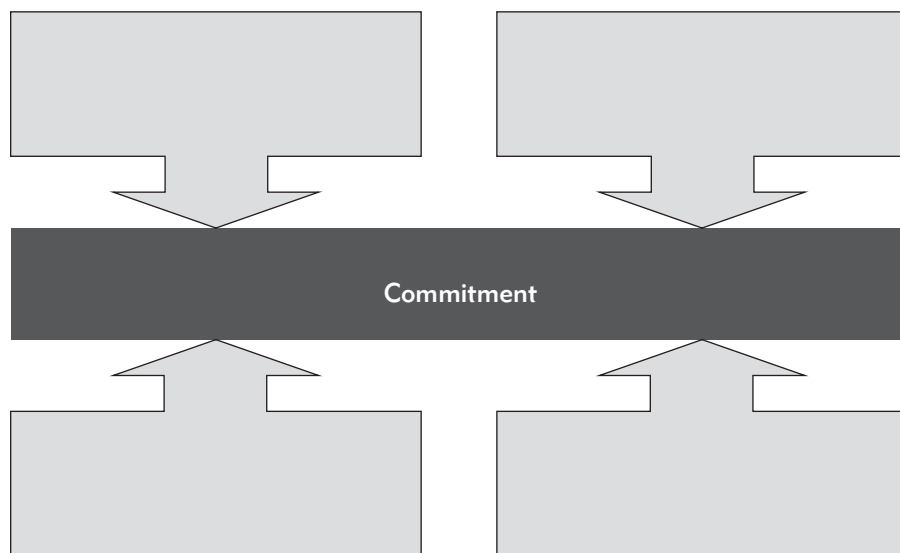
**This workshop may change the way you have always
thought about coaching!**

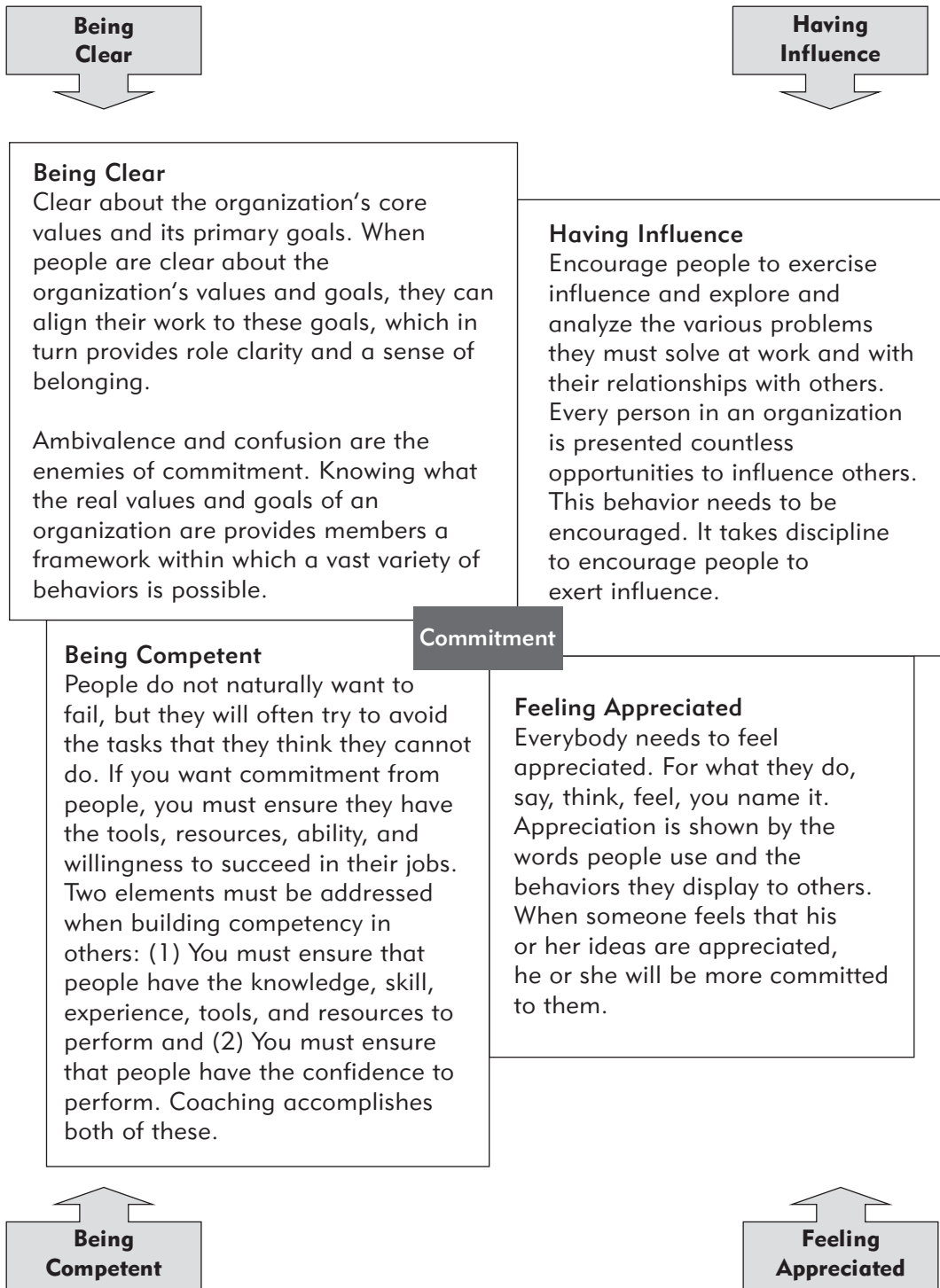
UNDERSTANDING HOW COACHING BUILDS COMMITMENT

People tend to become fully committed to do their best all of the time to the degree that they

- Are clear about core values and performance goals
- Have influence over what they do
- Have the competence to perform the jobs that are expected of them
- Are appreciated for their performance

CRITICAL CONDITIONS FOR BUILDING COMMITMENT





Overall Goal

BUILDING COMMITMENT THROUGH COACHING

Coaching for Commitment

Coaching is not a secret or a weapon and it is not something you do "to" people. It is something you do *with* people. Coaching is considered successful when people commit to their own ideas and put their words into action. More than that, your goal as a coach should be to commit to modeling the art of coaching through the use of the techniques and skills presented in this workbook. Imagine the power of many coaches working together to build commitment to sustained growth and superior performance.

Temperature Check

Current Reality: Use a 1 to 3 scale to answer the following questions.

1 = not committed at all 2 = somewhat committed 3 = totally committed

	Current Reality	Ideal State (Where should it be?)
What is your personal level of commitment to coaching?	1 2 3	1 2 3
What is your personal level of commitment to creating a coaching culture?	1 2 3	1 2 3
(if applicable) What is your manager's level of commitment to coaching?	1 2 3	1 2 3
(if applicable) What is your manager's level of commitment to creating a coaching culture?	1 2 3	1 2 3
(if applicable) What is your organization's level of commitment to coaching?	1 2 3	1 2 3
(if applicable) What is your organization's level of commitment to creating a coaching culture?	1 2 3	1 2 3

Ideal State: Where do you think the level of commitment should be for each?

Action Plan: What is your part in maintaining the current level (if above 1) or achieving a higher level?
How can you influence others?

