

Manager
Webinar
Series

Coaching 101

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OpenBlend

Housekeeping

- This session will be recorded and shared on-demand.
- Remember to select 'All attendees and panelists' so everyone can see your comments and questions.

Today's Agenda:

1. What is coaching?
2. Change curve
3. A coach's role
4. Listening
5. Coaching support in OpenBlend

What is coaching?

- Life coach
- Business coach
- Divorce coach
- Leadership coach
- Sports coach (swimming, hockey, tennis)
- Nutritional coach
- Singing coach
- Couples coach
- School coach!

What they all have in common

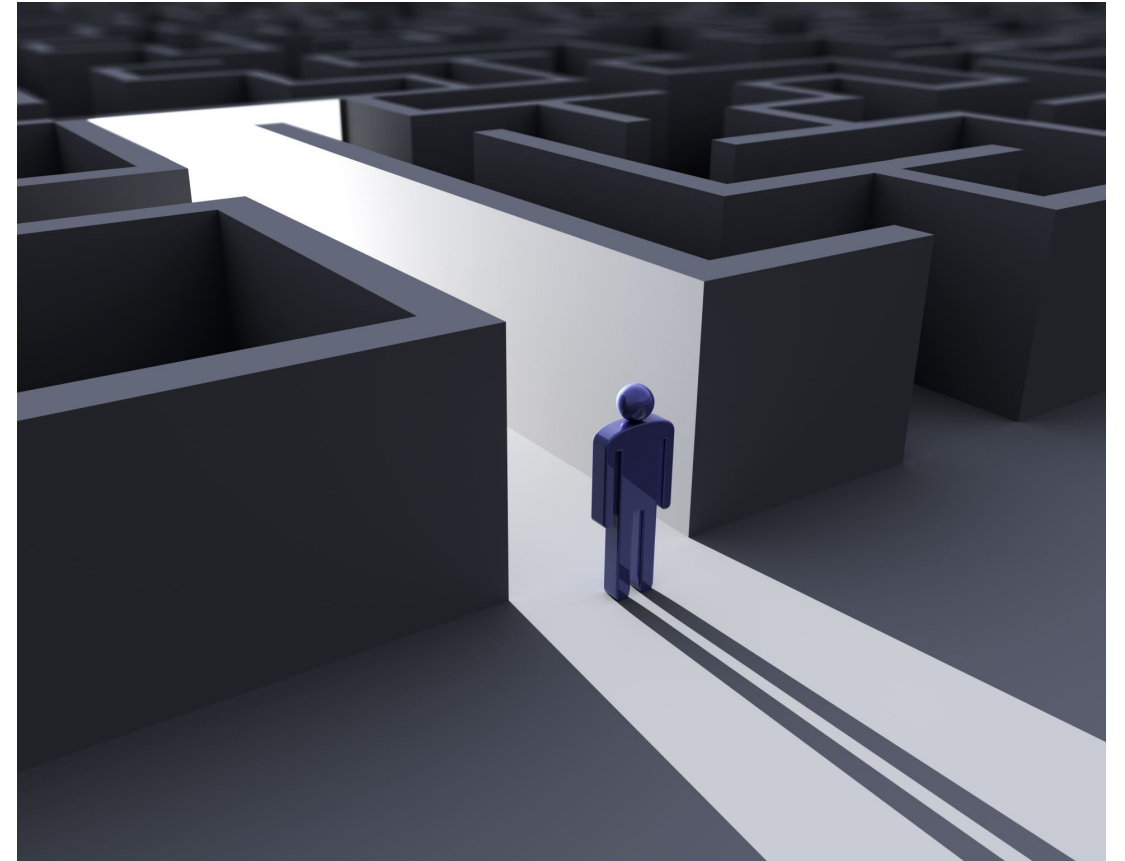


Coaching is...

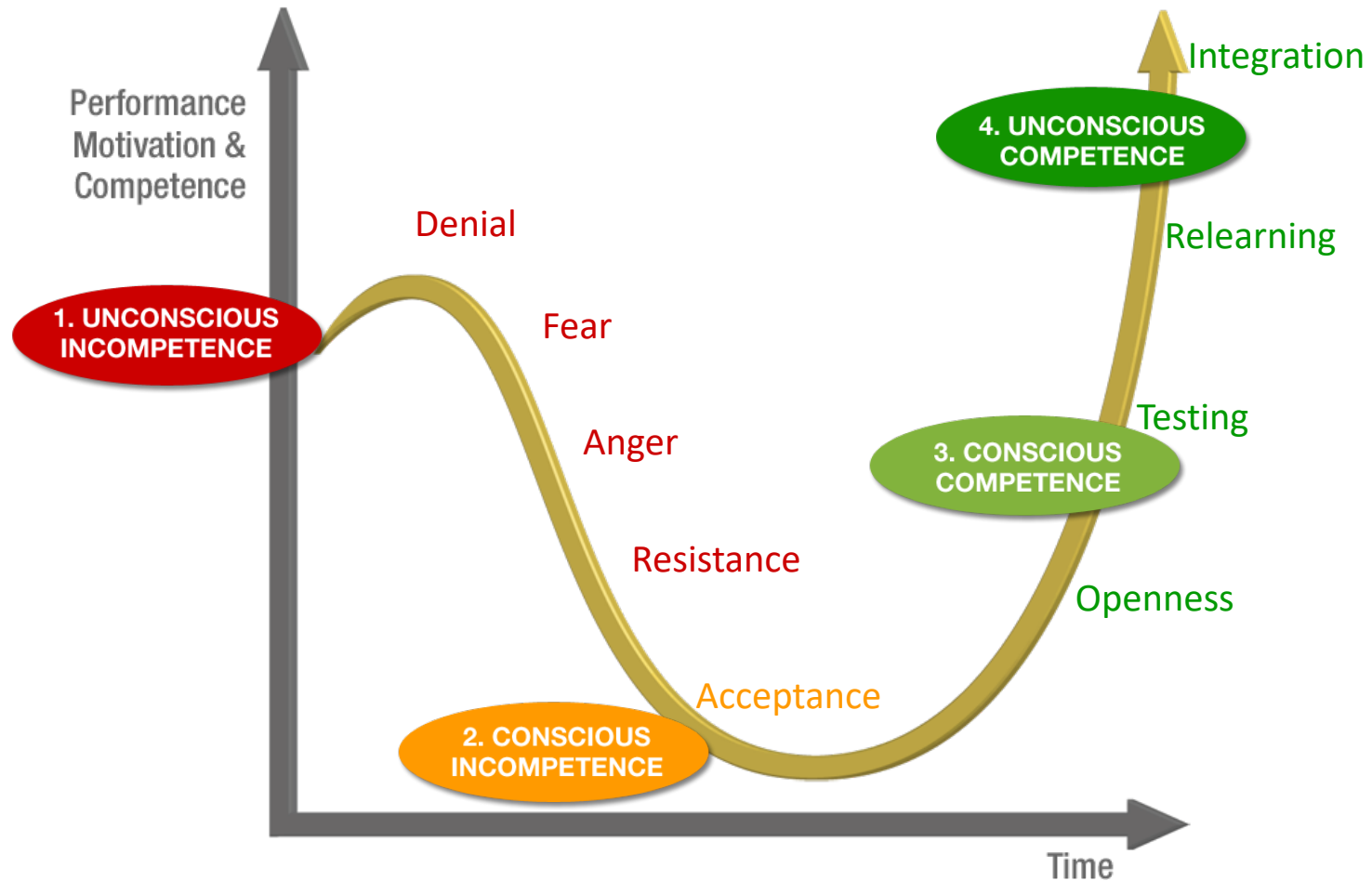
- Future focused
- Goal orientated
- Jammed pack with 'self awareness' work
- Not therapy as therapy is **PAST** focused, coaching is **FUTURE** focused

You as the coachee - imagine

- Its all about you !
- You'll have conversations that will enable you to be more self-sufficient, self-guiding, and self-motivated
- You'll feel part of a collaborative, solution-focused, results oriented process
-
- You'll be asked lots of questions to challenge you and make you think differently
- You'll concentrate on where you now and what you are willing to do to get where you want to be in the future
- You'll become more self aware than ever before



Why is self awareness so keyThe Transition/Change Curve



A coaches role in a coachees success

- Build trust and rapport
- Help them identify a well formed outcome
- Support them to maintain awareness and stay in an alert state
- Assist them in their flexibility and encourage confidence to change tactics if needed
- Recognise success



A photograph of two women sitting on a desk in an office, laughing together. The woman on the left has grey hair and is wearing a striped top and a yellow skirt. The woman on the right has dark curly hair and is wearing a white patterned top and blue pants. The background shows a window with blue-tinted panes and some office equipment.

2 types of people can coach

- A professional coach or an individual with the skills & competencies

Its not
about the
coach /
individual
coaching

.....



“To be interrupted is not good.
To get lucky and not get interrupted is better.
But to know that you are not going to be interrupted –
that is very different, it is bliss!”

Nancy Kline, (1999), Time to Think



Layers of listening



Cosmetic Listening



Conversational Listening



Active Listening

Other skills required

- Ability to ask the right questions
- Empathy
- Appreciate individual uniqueness
- Psychologically minded
- Ability to praise



Coaching in OpenBlend



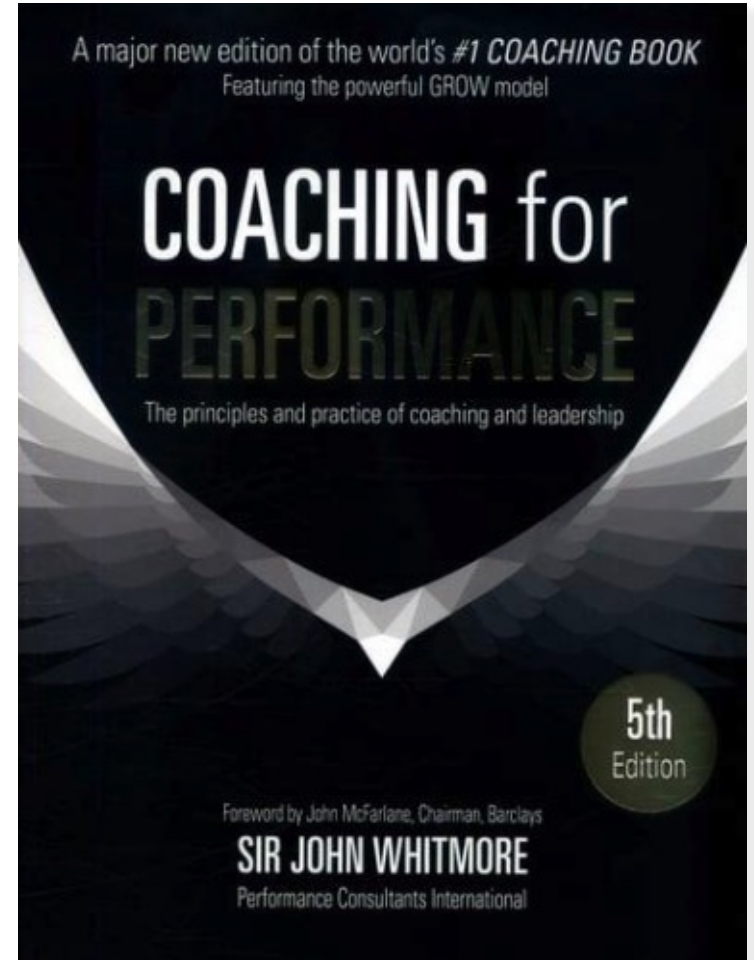
What is the GROW model?

GROW is acknowledged as the most popular 'manager as coach' model globally

- Problem solving
- Goal setting
- Performance improvement

First published by John Whitmore

- *Coaching for Performance* in 1992
- Coaching bible for managers.



A roadmap to action




Deeper dive - discussing objectives

GOAL [Edit](#)

Complete the Mental Health First Aider Course


I have signed up for a remote course to qualify as a Mental Health First Aider with Bath College; which is a 12 week, part-time, online course. There are 3 units Section 1 Exploring mental health Due 27/09/2021 Section 2 Understand how to support individuals with mental ill health Due 23/10/2021 Section 3 Understand a mentally healthy environment Due 18/11/2021

REALITY On Track [Close](#) [Add to Talking Points](#) [More](#)

 72%

Behind schedule Aligned to: First class people culture Due: 30 Nov 2021







[Dream big](#) [Development](#) [Be the best version of yourself](#) [Personal](#)

Milestones 

OPTIONS


To ensure we discuss the relevant options & commit to the right actions let's look at capability and motivation to deliver

How **capable** do you feel to complete this priority? How **motivated** do you feel to complete this priority?

WAY FORWARD [+ Add to-do](#)

To-Do	Due date	Owner	Status
No to-dos to display			

Show 0 - 0 of 0 

- Goal
- Reality
- Options
- Way forward

Discussing Blend

The screenshot shows the OpenBlend interface for a session with Harry Jones and Ross Harris. The main heading is 'Discuss Blend Element' with the subtext 'Create actions to move towards your goal'. A 'Back' button is visible. The interface is divided into two main sections: 'Your definition' and 'Your element progress'. Under 'Your definition', the goal is 'Making a difference at work' with a score of 10 and a target of 9. A 'Goal questions' dialog box is open, asking for recognition and impact. The 'Your element progress' section shows a progress bar and a 'Way forward?' button. At the bottom, there is an 'Action' table with one entry: 'Set up objectives that align with the company strategy' due on 30 Sep, 2022, owned by Harry Jones, with a status of 'Open'.

Link	Action	Due date	Owner	Status
	Set up objectives that align with the company strategy	30 Sep, 2022	Harry Jones	Open

Goal.
The definition should establish the goal. Build this out with them. Look at their target score

Reality
What is the reality now? The current score.

Options
What are the options?

Way forward
What actions will we commit to?

Final reminder ... coaching is ;

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- Goal orientated
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