

Key Skills and Habits to Coach for Transformation

presented by
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Opening



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Grounding

Introduce yourselves to a partner

Share: Who is someone who supported your growth?

2 min pair share



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Reflection

What is something
you want to improve
upon in your work?
or
What is a “bite sized”
dilemma you’re having
in your role?

Reflection



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The Nuts and Bolts of Coaching



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Coaching Is

- Confidential
- A non-evaluative, co-creative, and collaborative process between coach and coachee(s)
- An optimal form of professional learning (Kraft, Blazar, Hogan)
- Differentiated and personalized
- Supportive in facilitating coachee's wisdom and resources

Where a person is

Where they want to be

What the coachee learns, develops, integrates, and transfers

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Coaching Isn't

- Therapy
- Fixing or solving for someone
- Evaluative
- Supervision (though supervisors can take a "coach" approach)

Where a
person is

Where
they want
to be

What the coachee learns, develops, integrates, and transfers

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Purpose

- Support growth
- Evoke awareness
- Support insights and change in a psychologically safe way
- Support better outcomes for organizations, colleagues, students
- Achieve educational equity—give adults what they need to thrive so they can give students what *they* need to thrive

Where a person is

Where they want to be

What the coachee learns, develops, integrates, and transfers

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Goals

- Build knowledge, skill, capacity
- Create new beliefs
- Orient towards action
- Transform self, community, system

Where a
person is

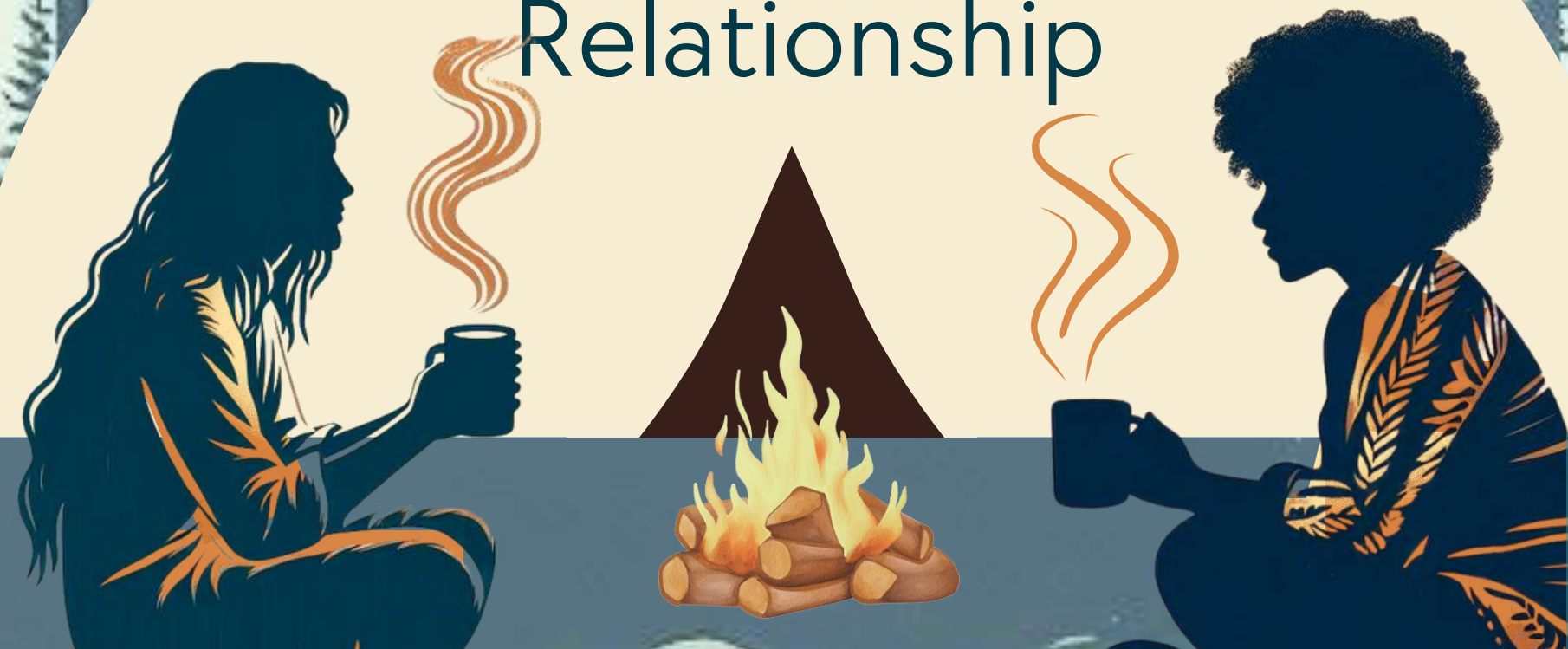
Where
they want
to be

What the coachee learns, develops, integrates, and transfers

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Building Trust and Relationship



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Psychological Safety +
Compassion, Curiosity, Care
=
Positive Emotional Attractor
PEA
(Boyatzis, McKee, Goleman)

Building Trust and Relationship



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Emphasizing shortcomings +
trying to “fix” someone
=

Negative Emotional Attractor
NEA

(Boyatzis, McKee,
Goleman)

Building Trust and Relationship



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The Skills of Coaching



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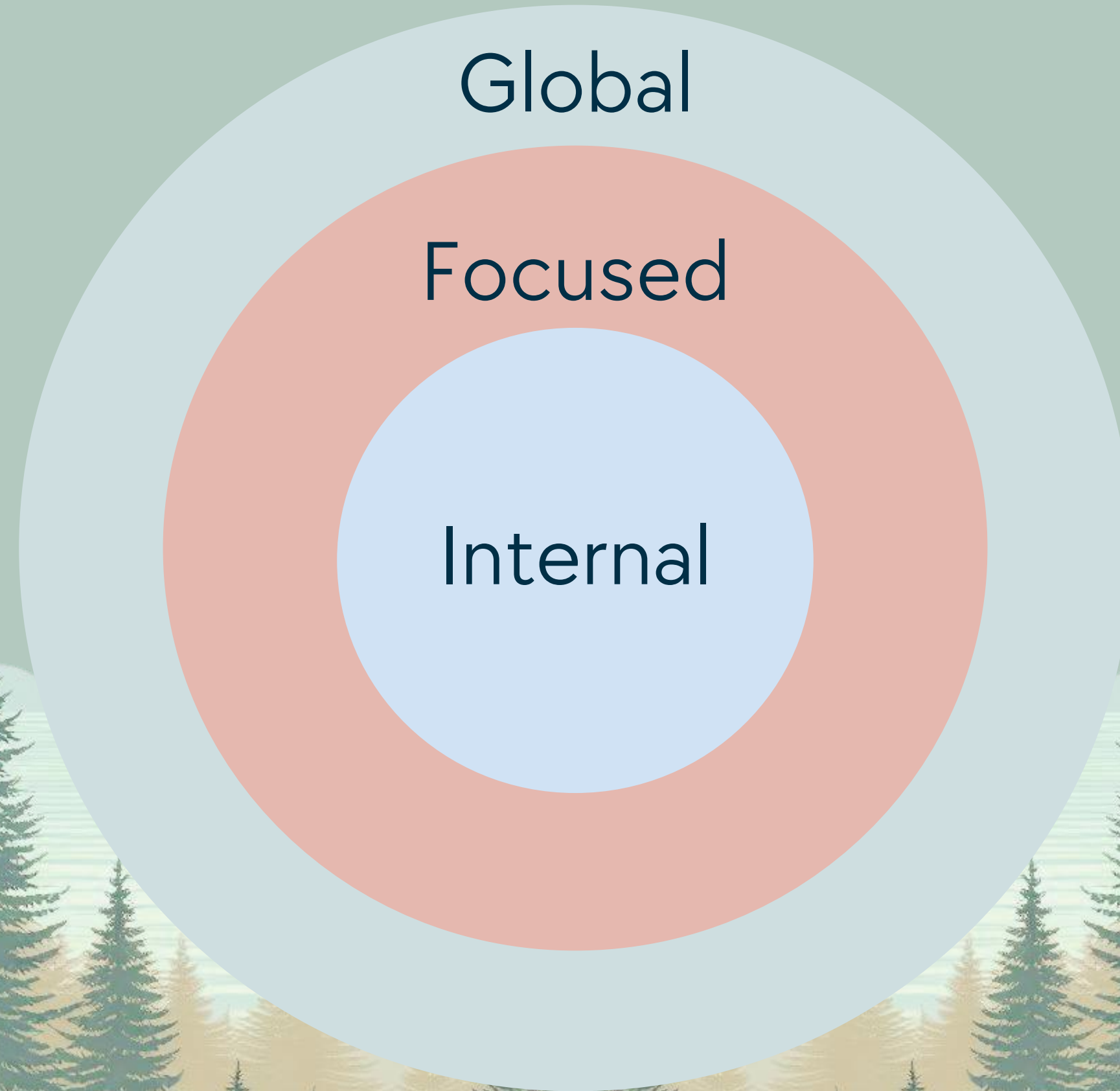
Listening



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Three Levels of Listening



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Three Levels of Listening

Internal
"Me"



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Three Levels of Listening

**Focused:
Words and phrases**



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Three Levels of Listening

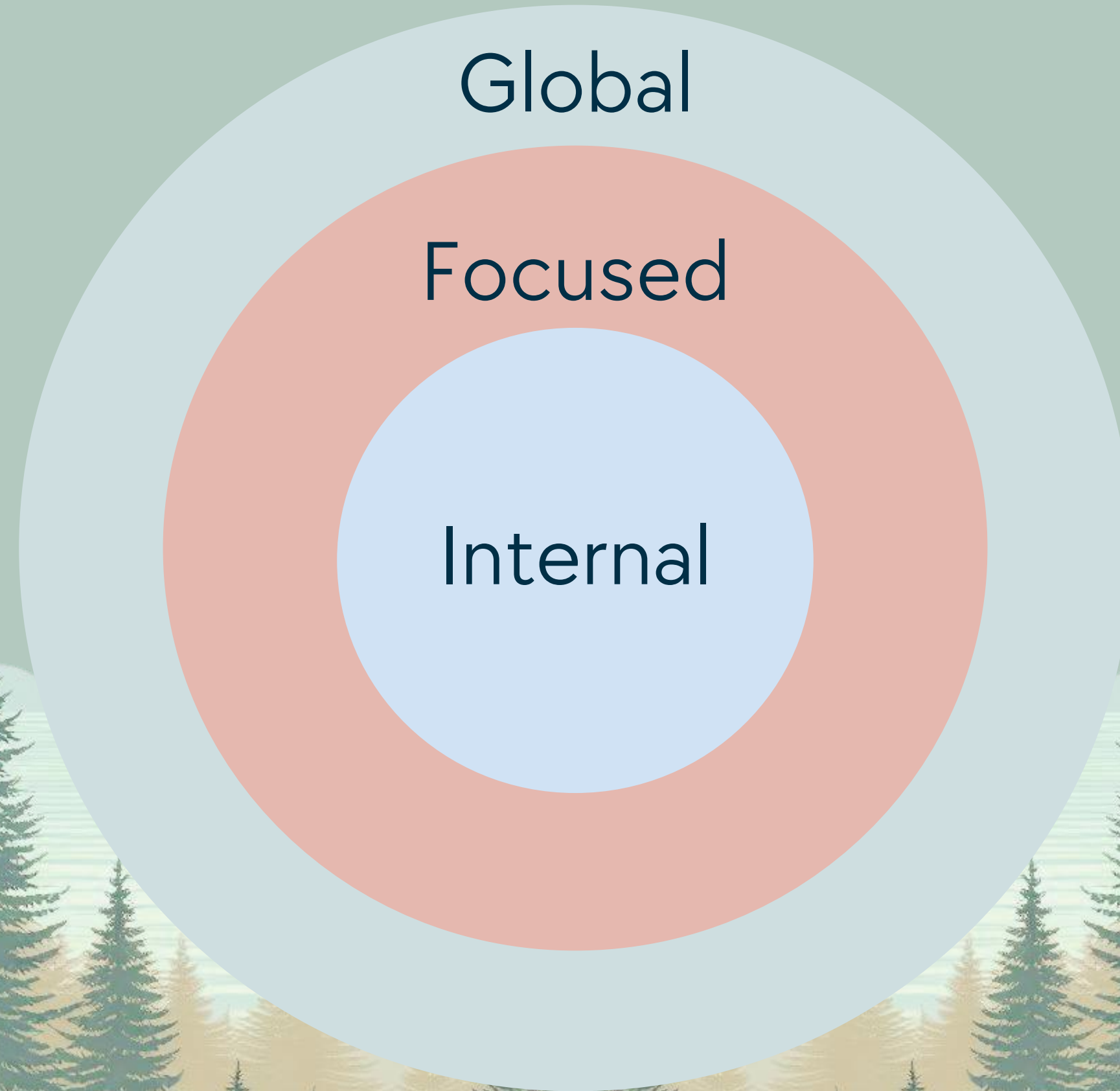
Global:
Everything



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Three Levels of Listening



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Reflection Prompt

- Something you want to get better at in your work
- Or a “bite-sized” dilemma you’re having in your work



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Pair Share

- Speaker: ~ 2 minutes to share (person with last name closest to G go first)
- Listener(s):
 - Pay attention to how you're listening
 - When speaker finishes, say thank you and switch



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Clarity

To seek understanding

Compassion

To feel alongside

Connection

To relate

Affirmation

To validate

Possibility

To imagine

Expansive,
Integrated
Listening



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Expansive,
Integrated
Listening

Choose a listening disposition
or two for the next round

Clarity

Compassion

Affirmation

Connection

Possibility



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Pair Share

- Speaker: ~ 2 minutes to share (the other person goes first this time)
- Listener(s):
 - Pay attention to how you're listening through a new lens
 - When speaker finishes, say thank you and switch





Thinking



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Three Approaches to Coaching

Facilitative



Collaborative



Directive



Who should I be
in a coaching
conversation?

Coach

Coachee

Cognitive
Load

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Facilitative



- Guidance through inquiry to support someone accessing their own insights
- Coach refrains from sharing their expertise, perspectives, insights
- Coachee bears the cognitive load—does the work of finding their own solution



Coach

Coachee

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Collaborative



- Coach and coachee work together on solutions
- Coach shares strategies and options
- Coach serves as thinking partner
- Coach and coachee share the cognitive load



Coach

Coachee

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Directive



- Coach shares knowledge, skill, and expertise to support coachee learning
- Coach might use directive approach to interrupt limiting beliefs or problematic statements
- Coach holds more of the cognitive load



Coach

Coachee

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Three Approaches to Coaching

Facilitative



Collaborative



Directive



Who should I be
in a coaching
conversation?

Coach

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Responding



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Conversation Stems



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- Who do you want me to be in this conversation?
- Why is this topic important for you today?
- What beliefs do you have about...? How do those beliefs shape your actions?
- What can you control about this situation?
- What would someone who cares about you say to you right now?
- Say more about that

Conversation Stems



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Practice



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Let's Practice: Dilemma Conversation

- Time for 1-2 rounds (~10 minutes per round)
 - ~7 minutes of coaching
 - ~2-3 minutes of debrief



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The background of the slide features a stylized landscape illustration. In the foreground, there is a dense forest of dark green evergreen trees. Behind the trees is a calm body of water, possibly a lake or a wide river. In the distance, there are rolling hills or mountains under a light, hazy sky. A large, solid orange circle is positioned in the upper left quadrant of the slide, partially overlapping the sky and the top of the trees.

Connections

What can you apply from this experience to your role?



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What appreciations* do you have?

Appreciations

*appreciations nurture PEA



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Share your learning!

Thank You!



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