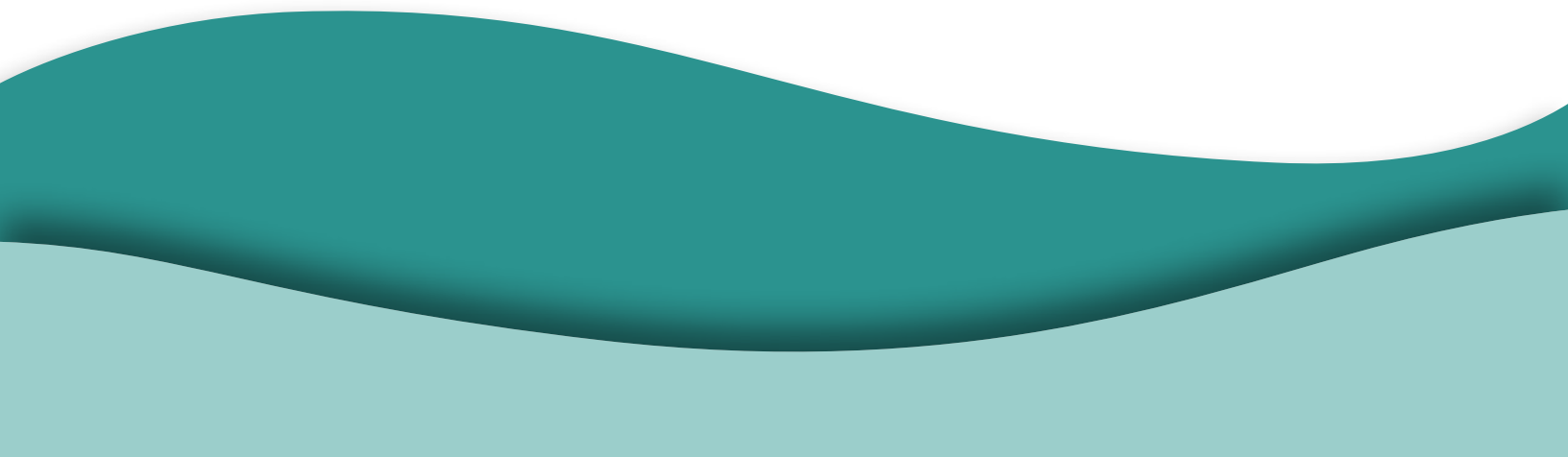




Coaching for **Impact**[™]

the workbook



“ *Tell me
and I forget.
Teach me
and I remember.
Involve me
and I learn.* ”

— Benjamin Franklin

hello!

Welcome to Balance Point Group's **BALANCE POINT: COACHING FOR IMPACT** program! The purpose of this course is to prepare you to hold productive conversations that will advance the development of individual and team performance. This course will provide you with practical skills, tools and frameworks that you can put to work immediately to strengthen the impact of the conversations that you are holding.

Through application of the techniques that you will learn in this program, you will be able to assist others in:

- Exploring what is important
- Reframing situations to see them in new ways
- Providing meaningful feedback that can be acted upon
- Uncovering possibilities
- Establishing actionable next steps that will advance performance and impact

Throughout this program, you will be partnering with master coaches as you explore how you will conduct productive conversations and add them to your current set of leadership skills.

Learning Elements

How will I learn and sustain new skills?

Self-Awareness

You will define your own learning goals by examining what you do well and what your learning goals are as a leader-coach.

Coaching Process and Conversation Techniques

Explore the impact your team would like to see from you as you build your coaching skills.

Practice and Feedback

Focus learning on specific skills. Determine what feedback you want in order to support your development as a coach.

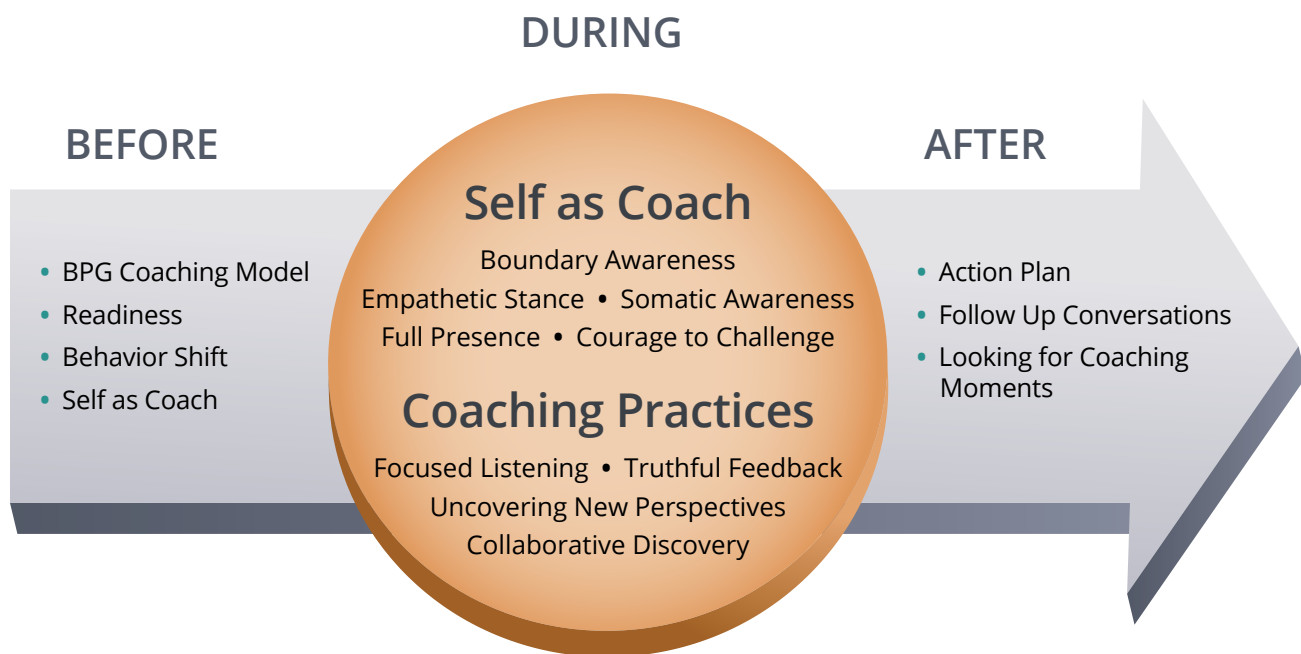
Table of Contents

PROGRAM OVERVIEW	6
Balance Point: Coaching for Impact Overview	6
Building a Coaching Culture.....	7
Guiding Principles	8
Learning Expectations	9
INTRODUCTION TO COACHING	10
Coaching as an Essential Leadership Skill	10
Defining Results: Coaching Effectiveness Pre-Assessment.....	12
Data and Discovery: Reflections on a Recent Coaching Conversation	13
Action Plan: Preparing for an Upcoming Coaching Conversation	15
DEFINE COACHING	16
What is Coaching?	17
Principles of Coaching: What Coaching Is	18
Coaching, Leading and Mentoring	19
How Coaching Behavior Shifts Progress	20
Is Your Partner Ready To Be Coached?	21
Self As Coach: Impactful Coaching Starts with You	22
BALANCE POINT GROUP'S APPROACH	25
How Balance Point Group's Coaches Coach	25
Balance Point Group's Coaching Model	26
Core Coaching Skills	27
FOCUSED LISTENING	28
What is Focused Listening?	28
Keys to Listening	30
Types of Questions	31
Tips For Asking Powerful Questions.....	32
Jenny Rogers 17 Magic Questions.....	33
Coaching Skills Practice	34
Focused Listening Practice.....	36
Planning Your Coaching Conversation.....	37
Observer Feedback	38

UNCOVERING NEW PERSPECTIVES	40
What is a New Perspective?	40
How to Think Openly: Closed vs. Growth Mindsets	41
How to Think Openly: Time Stretching	42
Questions to Explore And Challenge Thinking	43
Expanding Your Thinking	44
Coaching Skills Practice	46
Uncovering New Perspectives Situation	47
Planning Your Coaching Conversation	48
Observer Feedback	49
TRUTHFUL FEEDBACK	51
What is Truthful Feedback?	51
Sharing and Receiving Feedback	54
Questions to Elicit Dialog During a Feedback Session	55
Coaching Skills Practice	56
Truthful Feedback Situation	57
Planning Your Coaching Conversation	58
Observer Feedback	59
WHAT'S NEXT	61
Sustain Your Learning	61
Holding Commitment Conversations	62
Developing a Coaching Partnership	63
Master Coaching Sessions	64
Master Coaching Planning Guide	64
Assessing Your Coaching Effectiveness Post-Assessment	66
Your Commitment Plan	67
Reflection And Learning	69

Program Overview

BALANCE POINT GROUP: COACHING FOR IMPACT



“

Coaching is the predominate style of working together and where a commitment to grow the organization is imbedded in a parallel commitment to grow people in the organization.

— Clutterbuck and Megginson, *Making Coaching Work* 2005

”

BUILDING A COACHING CULTURE

The **Center for Creative Leadership** conducted a benchmark study in 2008 that analyzed the trends in coaching within organizations based on the input of 347 leaders across industries. It concluded that the most effective coaching programs:

- **Seed** the organization with leaders and managers who can role-model coaching.
- **Link** coaching outcomes to the success of the organization.
- Coach senior leadership teams in **creating culture of change**. Over twice as many leaders wanted team coaching as those who stated that they received it.
- **Recognize and reward** coaching culture.
- **Integrate** coaching with other people management processes.

— Center for Creative Leadership, Senior Leadership Team Coaching 2008

“

*I absolutely believe that people, unless coached,
never reach their maximum capabilities.*

— Bob Nordell, CEO, Home Depot

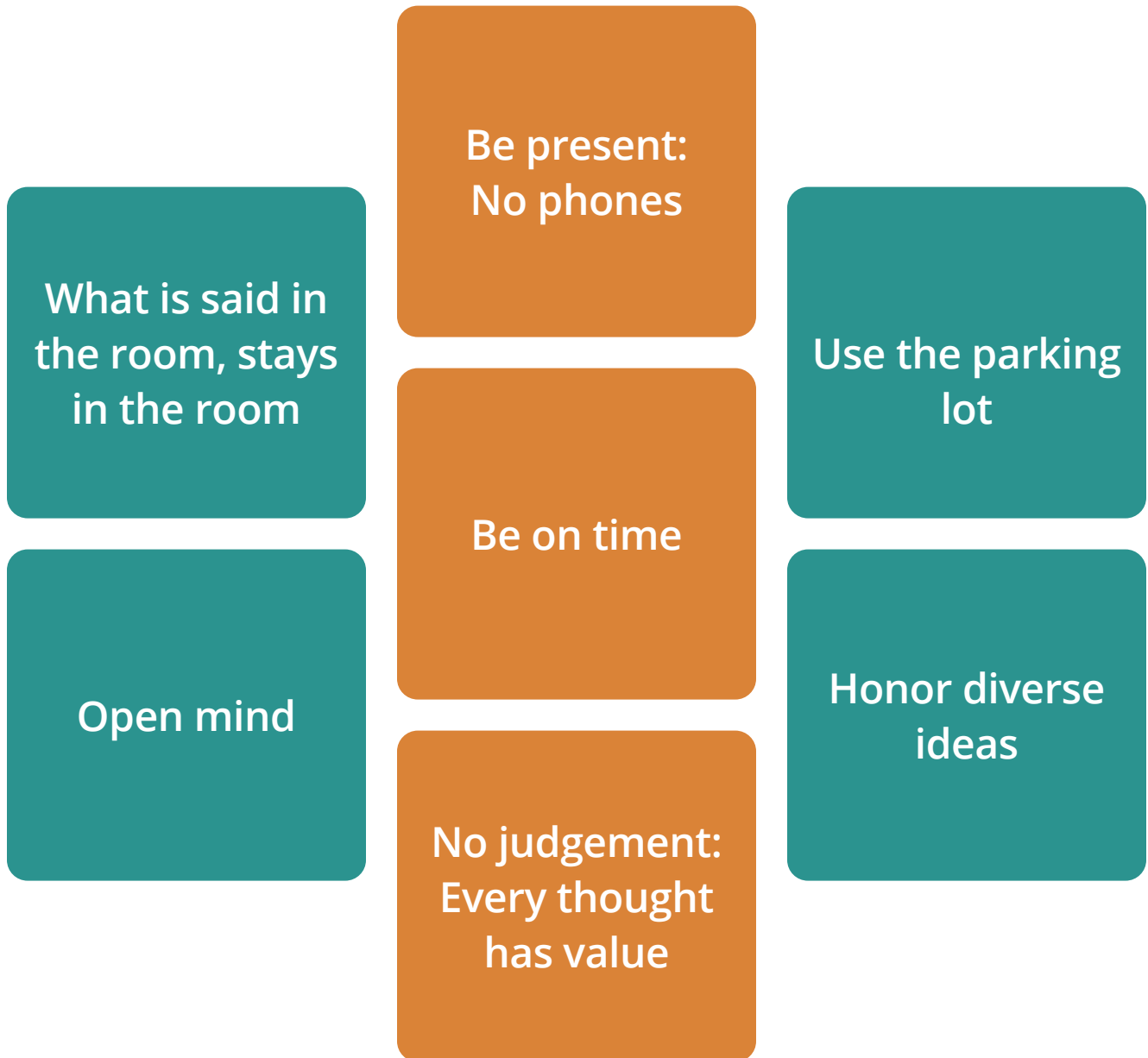
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List the key leadership behaviors that you think will not only build a coaching culture, but will advance the goals of the overall organization.

GUIDING PRINCIPLES

Our Agreements for Working Together Are:



and most of all... *have fun!*

LEARNING EXPECTATIONS

Pre-Work Reflections

Coaching is not only a professional journey. It is also an exploration in personal growth and learning. Throughout this workbook you will find spaces like this to jot down ideas for reflection and focus.



In the space below, write any additional goals and learning objectives you might have about this coaching process. (e.g. What feedback have you received in the past that you would like to pay attention to? What are your top three learning expectations for this program?)

BALANCE
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GROUP

www.balancepointgroup.com