

PUT ME IN COACH . . . !

2020 GRAIN AND FEED
INDUSTRY CONFERENCE

JANUARY 14-16, 2020

EMBASSY SUITES HOTEL

MONTEREY BAY



If we all did what we are capable of doing,
we would literally astound ourselves!

--Thomas Edison

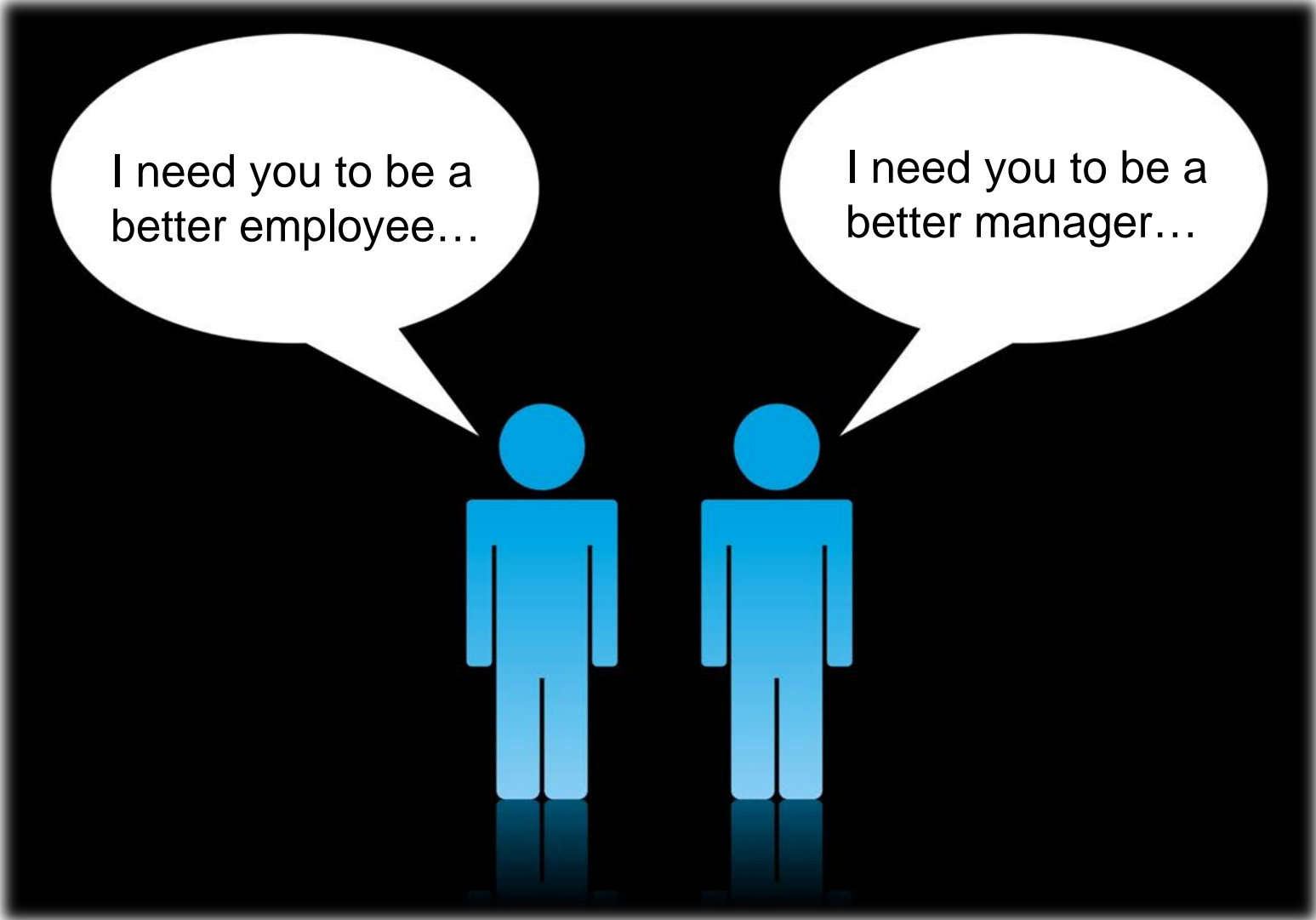
TODAY'S AGENDA:

1. Discuss what coaching “is” and what it “isn’t”.
2. Discuss the differences between “Coaching” and “Managing”.
3. Coaching demonstration.
4. Now . . . It's your turn!

COACHING DEFINITION

The practice of helping others improve their performance.

Derived from the English word “coach” for a vehicle to transport valued people from where they are to where they want to go.



I need you to be a better employee...

I need you to be a better manager...

WHAT “COACHING” IS . . .

A powerful process to move people from where they are to where they want to go.

WHAT “COACHING” IS NOT . . .

A manipulative process to get someone else to do what you want them to do!

An overnight success.

Always successful.

Managing? Or Coaching?

What's the difference?

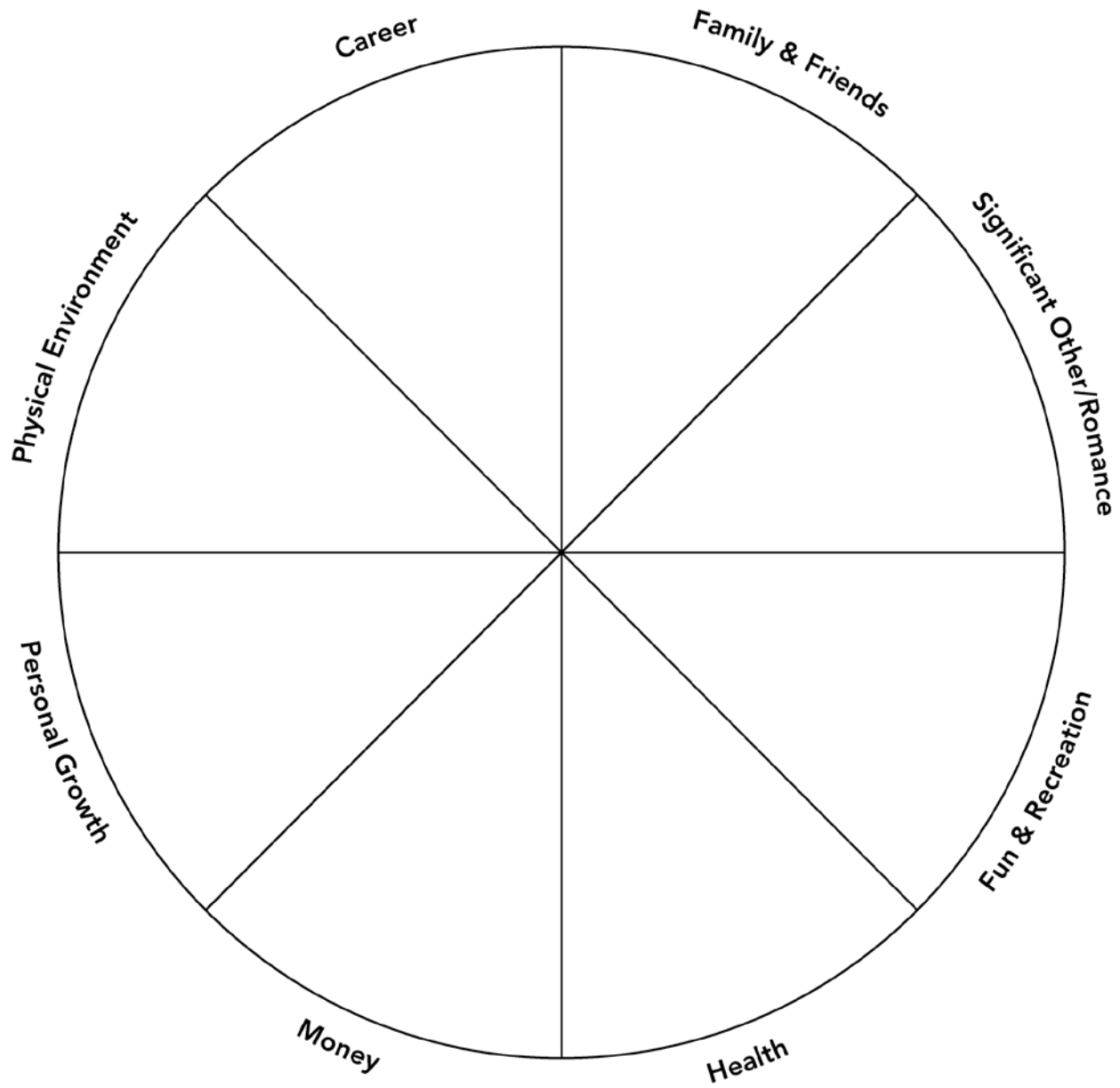
- Managing:** The process of dealing with or controlling things or people;
The organization and coordination of the activities of a business in order to achieve **defined** objectives.
- Coaching:** The process of equipping people with the tools, knowledge, and opportunities they need to fully develop themselves to be effective in their commitment to themselves, the company, and their work. ... True **coaching** improves employee and organizational resiliency and effectiveness in change.

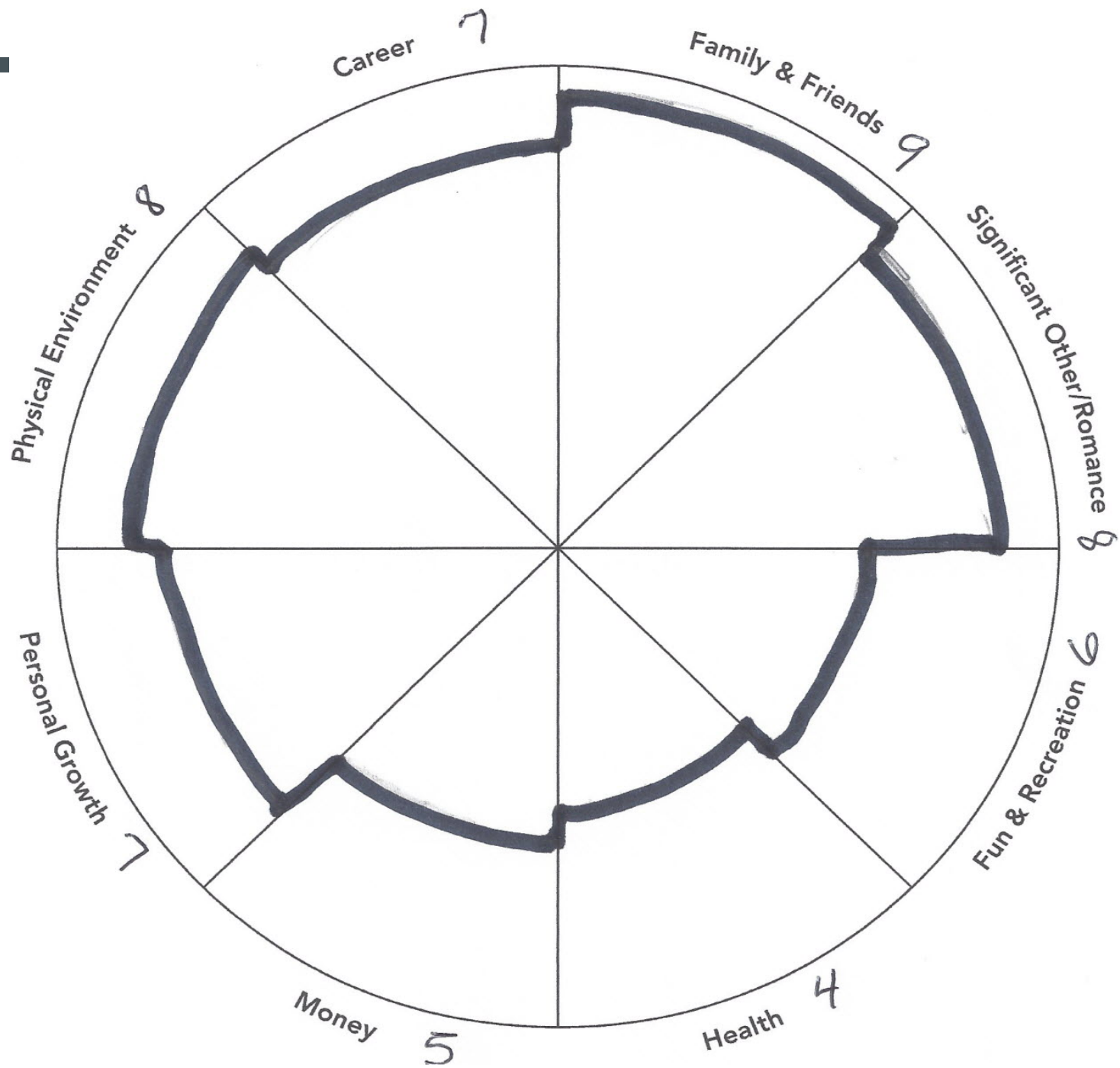
DIFFERENT TYPES OF “COACHING”

- Athletic Coaching
- Life Coaching
- Performance Coaching**
- Musical Coaching
- Others

DIFFERENT TYPES OF “COACHING”

- Examples of Athletic Coaching
- Examples of Life Coaching
- Examples of Performance Coaching





WHEEL OF LIFE

- Hold your document back and look at it.
- Suppose for the moment, that this were the front tire on your car. How smooth is the ride?

YOUR WHEEL OF LIFE

Pick a category.

Describe what an “X” means.

What is ONE thing you could do . . . ***that you are willing to commit to*** . . . in the next 7-10 days, that will move that “X” to an “X.5”?

As your coach, how will I know?

SO . . . YOU WANT TO BE A COACH?

What do you want?

What is your desired outcome?

If you got it, what would you have?

How will you know you have reached it?

What would it look like? Feel like?

Do you still want it?

Put yourself six months into the future.
Standing back, what decisions would you
make today?

OBJECTIVE OF PERFORMANCE COACHING

Remove *interference*, helping to create a laser **focus** on the goal.

INTERFERENCE?

2 types:

Internal and external.

EXAMPLES OF INTERNAL INTERFERENCE

Resistance to change

Powerless; self-focused

Fear, uncertainty

Sinking Morale

Low trust

Others??

EXAMPLES OF EXTERNAL INTERFERENCE

New manager; shifting priorities

Reorganization; team friction

Downsizing; New Technology

Information Overload

Changing Markets

Others??

GUIDELINES FOR A PRODUCTIVE COACHING SESSION

Do NOT offer advice! There is nothing broke with your client that needs to be fixed by you!

There will be a time and place for your input later.

Get clear on the goal!

THE PROCESS

Get clear on the topic *you* would like some coaching on.

Pair off with someone who will coach you and you will coach.

Choose who will “coach” first.

Don't worry about being “mechanical”. The person you are coaching won't notice!

DEBRIEF OF COACHING SESSIONS

What worked for you?

Where did you get stuck?

What would you do differently next time?

POWERFUL QUESTIONS

1. What topic do you want to discuss?
2. What do you want from this discussion/goal?
3. What are the consequences if you do not reach this goal?

POWERFUL QUESTIONS

4. Briefly, what's been happening?
5. What have you tried so far?
6. What were the results?
7. What's your sense of the obstacles for you? For others?
8. Is the goal still realistic?

POWERFUL QUESTIONS

9. Describe “fantasyland”—if you could do anything, what might you do?
10. If you were the other person, what would you have to hear/see to get your attention?
11. If you were watching conversation, what would you recommend?
12. Would you like suggestions from me?*
13. Do any of these ideas interest you enough to explore further?
14. If you were to do this, how might you go about it?

POWERFUL QUESTIONS

15. Does this option interest you enough to take action?
16. How will you go about it?
17. What might get in the way?
18. How might you overcome that?
19. What and when is the next step?
20. How will I know?

DEBRIEF OF COACHING SESSIONS

What worked for you?

Where did you get stuck?

What would you do differently next time?



You Already Know How to be Great

A Simple Way to Remove Interference and
Unlock Your Greatest Potential

--Alan Fine

Questions??

Thank you!

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