

Young Talents Coach Academy

B. ADVANCED COACHING



What's up?

- Let's introduce us
- What is going on in the project?

Young Talents Coach Academy

1. What is coaching
2. Good coach
3. Formula of coaching

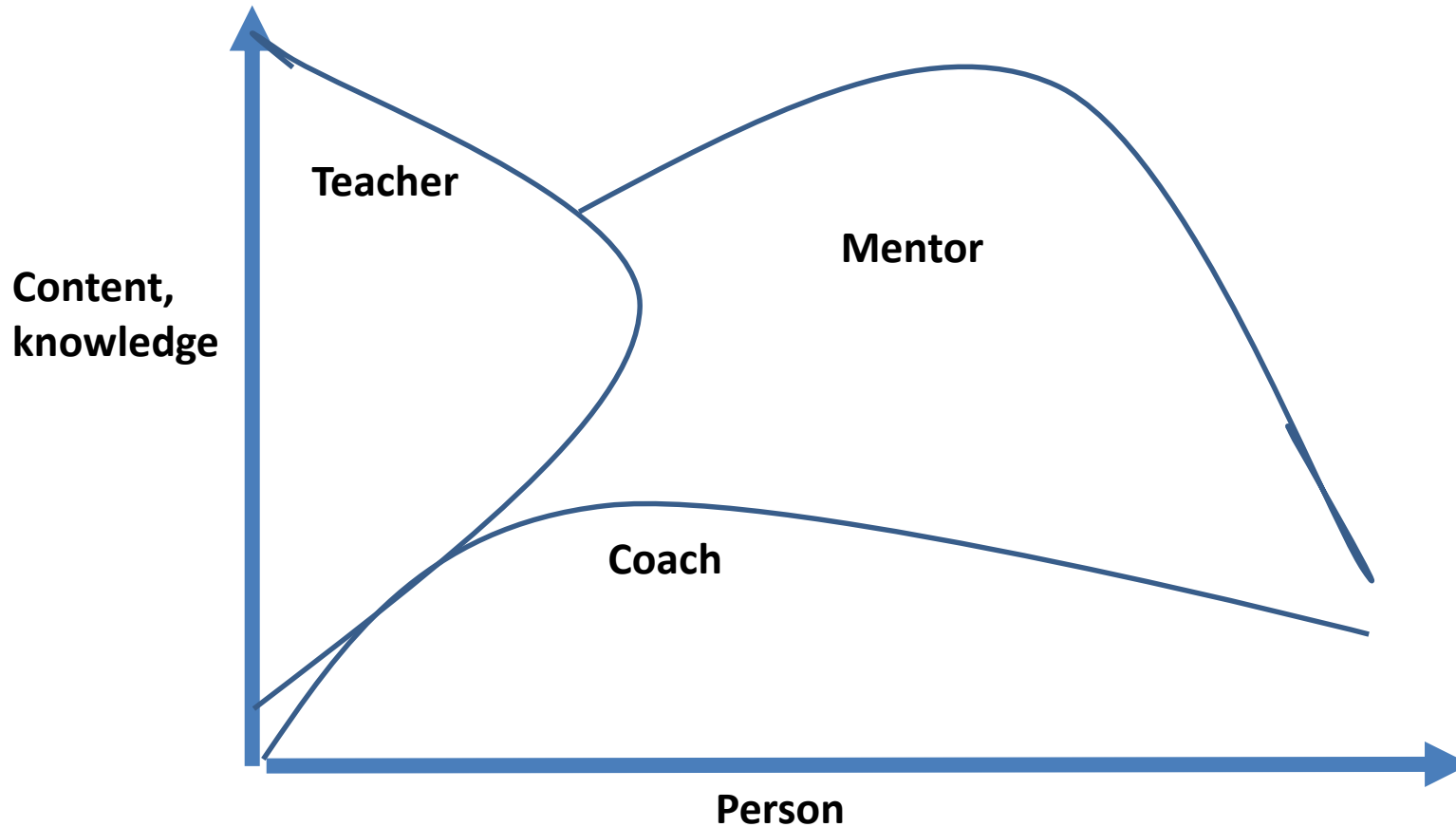
Presence

- You cannot influence the past and the future, so living in them is frustrating.
- Living outside of this moment takes a lot of energy.
- Living in the past and / or in the future will bind the space from the "hard disk" of your brain, so you will have less resources to live in today.
- The future is not alone in your hands, so predicting the future is a waste of energy.

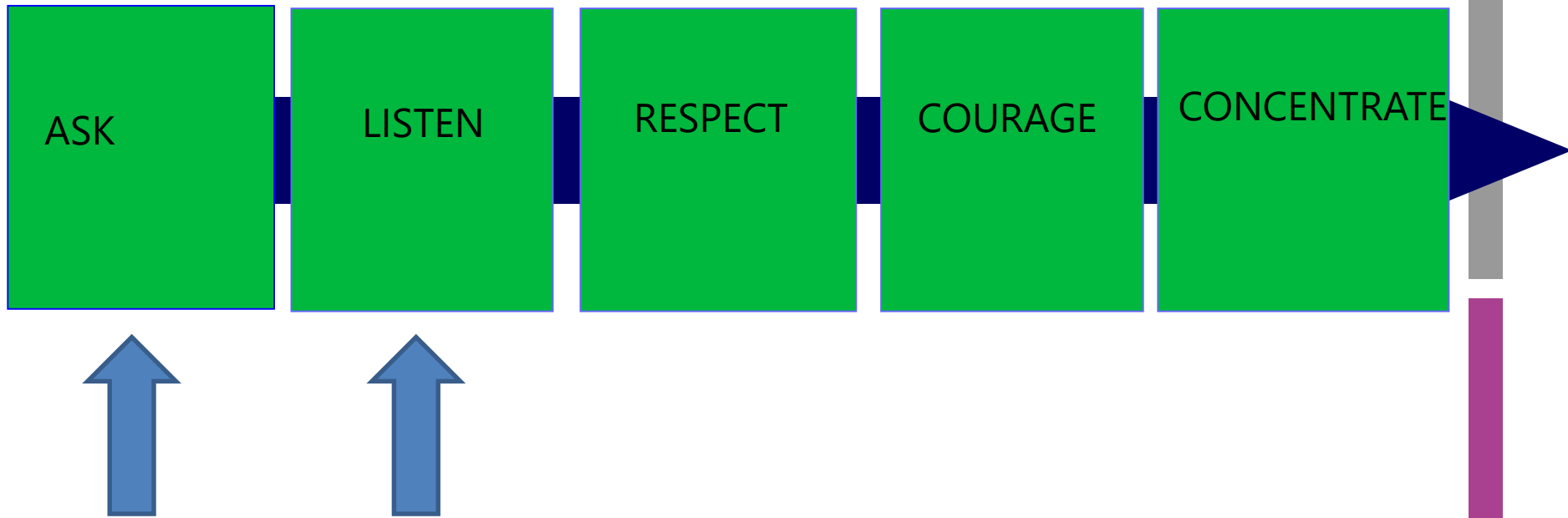
Good Coach

- Coach is not an expert in the client's situation. This means that the coach must act as a facilitator, helping the client find the best options and not offering own opinions or advice.
- The coach does not advise, but helps the trainee to understand the matter through various questions and exercises.
- Everyone is expert of one's own life

Teacher, Coach, Mentor



Coaching principles



ASK good question

What is good question?

- Key thing is the questions
- Coach the person not the subject
- Not lead the respondent, no leading questions

Avoid WHY –questions

- It is all about past
- it is negative and accusatory

Two different question types

Closed questions

Only one answer

- Are you?
- Is it?
- Can it ?
- Would it be possible?
- Do you want to?

Open questions

Gather information, clarify, enhance co-operation:

- How?
- What?
- When?
- Where?
- Who?
- What else?

Coaching questions

Reality Questions

What is happening now? –

Who, what, where, how and when?

- What is the effect or result of that?
 - How busy are you?
 - When things aren't going well, who else can be brought in?
- What is the current situation like?
- Who is involved? What are they like? What can they add?
 - What's working and not working?
- Do you have enough time to achieve your goal?
- What is missing?
- What is holding you back?
- What can get you started?
- What keeps you awake at night?
- How easy is it to get things done?
- How often have you tried?
- Who is involved?
 - What is your part in the team?
- What has already been started?

Goal Questions

- What exactly do I want to achieve?
 - Where?
 - How?
 - When?
 - With whom?
- What are the conditions and limitations?
- Why exactly do I want to reach this goal? What are possible alternative ways of achieving the same?
 - What is the aim of this discussion?
 - What is the long term goal?
 - What is the short term goal?
 - Who is it for? Who are your end customers?
 - What do they really want? What is the benefit for your customers and you? What would make your customers/managers happy?
 - What do you need to deliver so your customer/line managers get what they want?
 - How long might it take to deliver? Is this feasible?
 - What would you consider as a milestone?
 - If everything went as well as possible, what would be the best possible outcome?
 - What does success look like to you?
 - How will you know that you have achieved your goal?
 - What is your budget? Is this feasible?
- What will you look for when you deliver it? What would make the team unhappy? What would motivate them?
- How will you measure your goal?

Option Questions

- If you had complete power what would you try?
- How could you go about doing this?
- How else could you go about doing it?
- What could go wrong with that approach?
- What would work well?
- How long would it take to achieve each option?

- What resource and expenditure would be needed?
- What are the risks in each option?
- What criteria will you use to select the main option?
- What should you do first, next, last?
- What are the cost and benefits of each of these ideas?
- If you had more confidence, what would you try?
- What could you sue as a back up plan?

Will, action plan, Questions

- So what will you do now?
- What options will you choice?
 - To what extent does this meet all of your objectives?
- What will you start first?
- When will start (each step)?
- What could stop you moving forward?
 - And how will you overcome it?
- Will this address your goal?
- How likely is this option to succeed?
- What else will you do?
- When will you know you are ready for this? How does it light your fire?
 - What will light your fire?
- Is there anything stopping you from committing whole-heartedly to this?
 - Who else needs to buy in to it?
 - Who needs to know about the goal or action plan?
 - What needs to happen to make people enthusiastic?
 - What rewards for completion would help?
 - What additional help do you need?
 - What could I do to support you?
 - What can get you real excited about starting this project?

Source; 25 FREE COACHING TOOLS AND TECHNIQUES
<http://www.employmentking.co.uk/coaching/how-to-set-up-a-life-coaching-business/> www.christopher-delaney.com

LISTEN effectively

- Use active listening skills and let your "client" do most of the talking. Remember that silence provides valuable thinking time: you don't always have to fill silence with the next question. Silence gives client time to realise new things and thoughts.

Formula of Coaching

Reality – Goal – Action plan

- Reality, WHERE ARE WE NOW?
- Goal, WHERE WE WANNA GO?
- Action plan, HOW?

Think about how you'd plan a journey. First, you decide where you are going (the goal), and establish where you currently are (your current reality). Then you explore various routes (the options) to your destination. In the final step, establishing the will (action plan), you are sure that you're committed to make the journey.

Goal

**SPECIFIC, MEASURABLE, ATTAINABLE,
REALISTIC, AND TIME-BOUND.**

What exactly do you want to achieve? 'I want to be a millionaire' or 'I want to make €50.000 a month for the next ten years by creating a new software product'.

Action plan

- First look at the overall big picture and then break it down in to smaller details
- Little steps do a lot, (like 2 mm in golf)

Coaching exercises

- You can coach everyone and everything by the formula of coaching!



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BUSINESS
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Thank you!

**The most effective way
to do it, is to do it.**
