I. Questions / Review

II. Goals for This Unit:

 A. Examine critical factors in cultivating an effective coaching mindset.

 B. Discuss insights on how coaching can impact ministry.

III. Cultivating A Coaching Mindset

 A. Intentionally focus on helping people maximize future opportunities by using probing/direct questions to encourage learning from their past experiences to discover insights for resolving present challenges.

 *Long-term coaching will include broader matters about life purpose/ dream, but topical coaching may focus on a specific issue due to time constraints.*

 B. Consistently pursue issues with awareness of the “iceberg” principle,

 looking for questions that enable a person to begin addressing the sources, not just the symptoms of their challenge.

 C. Persistently explore and clarify options and action steps through

 “ownership” questions.

 *Ownership questions address the challenge to take responsibility, be*

 *proactive and deal with God as we face issues in our lives. (Stoltzfus, Leadership Coaching, ch. 14)*

 D. Firmly provide accountability by helping the person being coached develop and pursue specific, measurable, attainable, relevant and time-specific goals (S.M.A.R.T. goals - Stoltzfus, ch. 10).

 E. Patiently refuse to work harder than the person you are coaching.

 This will require an understanding of the impact of differing personalities on relationships (addressed in session #13) and a high commitment to the growth of coaches.

F. Genuinely enjoy the discovery/development process experienced by both partners in the coaching experience. People “know” how you feel, so be honest about your feelings in a way that values the other person.

 G. Wisely distinguish coaching opportunities from management

 responsibilities.

 <http://www.hudsoninstitute.com/pdf/resources_toolsmanagers.pdf>

IV. Discussion: Applying Coaching Principles in Ministry Environments