

Developing Leadership through Mentoring and Coaching (SBC-Fall 2016) Unit 11

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)*

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- 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