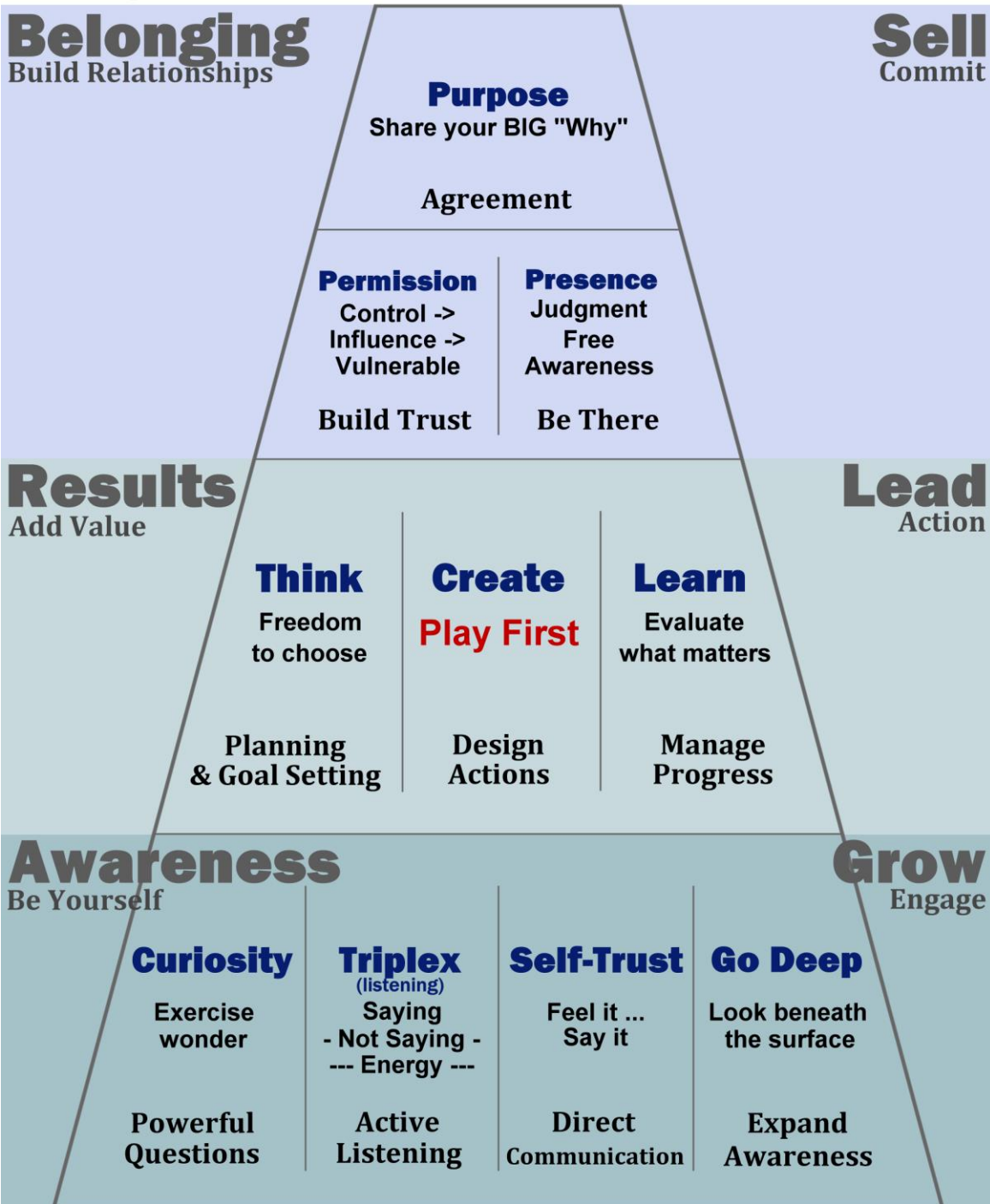


Coaching Super Powers

The Coach Approach *Re-Imagined* for Game Changers

Coaching Influence

Business Influence



Key: **Mastery** • **Coaching Super Power** • Coaching/Life Skill

The 6 Coaching Masteries, 10 Coaching Superpowers and 10 Coaching Skills

The 10 Coaching Superpowers	The 10 Coaching Skills
<i>Mastery: Belonging – Build Relationships</i>	<i>Mastery: Sell - Commitment</i>
1) Purpose: Share you Bigger Why	1) Establish coaching agreement
2) Permission: Control ->Influence -> Vulnerable	2) Build trust & intimacy
3) Presence: Judgment-free Awareness	3) (Be There) Coaching Presence
<i>Mastery: Results – Add Value</i>	<i>Mastery: Lead - Action</i>
4) Think – Freedom to choose	4) Planning & Goal setting
5) Create – Find the game	5) Designing actions
6) Learn – Evaluate what matters	6) Managing progress & accountability
<i>Mastery: Awareness – Be Yourself</i>	<i>Mastery: Grow - Engage</i>
7) Curiosity – Exercise wonder	7) Powerful questioning
8) Triplex Listening – Saying : Not saying : Belief	8) Active listening
9) Self-trust – Feel it ... Say it	9) Direct communication
10) Go deep – Look beneath the surface	10) Creating awareness

The 10 Coaching Skills in Greater Detail

1) Establish coaching agreement

Agreement sets the tone for the coaching relationship. The player and coach must agree on the objectives for the player in the big picture and for the focus of any coaching conversation

2) Establish trust & intimacy with the player

The player - coach relationship is a unique and beautiful thing. We will explore the nature of trust and intimacy in the coaching relationship; without it, coaching is not possible. This requires that the coach maintain a high level of personal integrity and demonstrate a deep concern for the player.

3) Coaching presence (Be There)

Establishing and maintaining coaching presence is a unique and powerful skill. The coach must be able to read the situation moment to moment to provide the player with just what is needed.

4) Planning & Goal setting

Once the major objectives are identified the coach and player work together to further define specific short term goals with target dates. The coach must help the player choose goals from the often overwhelming number of options available. Then the actions that have been designed must be organized into coherent plans that take into account all areas of the players' life and work.

5) Designing actions

Designing actions is the gateway to results and achievement. The key is to design actions that take into account the players' skills and abilities as well as the current strategy.

6) Managing progress & accountability

Establishing an effective accountability structure between the coach and player is often the one element that can make or break the relationship. The player must hold the Coach – and promises made to the coach – in high regard. The Coach must maintain attention on actions and track progress especially when the player gets sidetracked by competing commitments.

7) Powerful questioning

Powerful questions are the life blood of the coaching process. Some questions are simply curious, others are deep and penetrating. It is questions that create the expanded awareness that leads to action.

8) Active listening

Active listening is the most fundamental and essential of coaching skills. Without it coaching quickly devolves into a tip session. To listen in this way requires a relaxed attentiveness to what is said, what is said "between the lines" AND what is NOT said. It is also a way of listening that is open to new directions AND ready to respond.

9) Direct communication

Direct communication comes in many forms: Clear direction in the form of objectives and requests for action; Straight questions that get right to the point; Clear and articulate feedback of what the player is saying and doing. Direct communication is also highly respectful of the player and builds trust and credibility.

10) Creating awareness

Creating awareness is about helping the player "see" more of what is happening within them (thoughts and feelings) and around them (in the environment). Often challenging the players' assumptions is the first step. Seeing more and more clearly helps the player make better decisions and respond more fully to any situation. Creating awareness is truly what makes coaching a unique service.