

Coach Mission Playbook

Advanced Communication Skills Coaching



Quick Summary:

BIG Idea: Coaching is the art of helping another person or team to play something better and win on their own terms. As we move beyond the Industrial Age of Work into the Connected Age of Purpose more and more people are yearning to Play a BIG, meaningful Game in Life. They need a great coach to do that. They need YOU!

In the game will conduct coaching sessions where you “keep an eye” on the Advanced Communication Skills that you are using along the way. Hopefully you are actively engaged in coaching but just in case you are not you can have practice coaching sessions with ANYONE in your life, but especially your players, colleagues and employees / team members.

The object of the game is collect “Thanks, Coach” acknowledgments from your players; while you are mastering the Coaching Proficiencies.

Quick Game Plan for your COACH Mission

- 1) Quick Overview
- 2) Coach! And “Keep an Eye” on your Advanced Communication Skills. Make a bold plan.
- 3) Share on your game card AND Collect Point!!! YES!
- 4) Find the Fun!

Quick Overview

Capture Coach Power:

Study the brief overview of the “Keep an Eye” concept. . Then make a BOLD plan to have coaching conversations with your players, colleagues, team mates, friends, family ... ANYONE with a BIG GAME worth playing. If you are not actively coaching, you can use the “Big Game” conversation and the RACE Coaching Method to provide some structure.

Game Action:

The game action is to have 21 coaching conversations where you share about the Advanced Communication Skills that you used and what you learned.

A quirky and fun idea that you can use if you want to is to tell your player that you are going to practice a particular set of Advanced Communication Skills at some point during the coaching session. And then find a moment to “do it”.

This is particularly fun for Frameworks and Ultimate Outcomes.

FUN!

Coach Mission Playbook

Advanced Communication Skills Coaching

BIG WIN:

The BIG WIN Happens when your player sends you a “Thanks, Coach” note of acknowledgement about the value of the Coaching Conversation! The note can come in any form such as a voicemail, email, text, or Facebook post; as long as it is a distinct acknowledgement.

So if they thank you during the coaching conversation, ASK THEM to send you a note of some kind to acknowledge what happened. It’s good for you and it is actually better for the player to document the value they received.

In the game you can record up to 10 of these for points. When you share a Big Win on your game card include some or all of what they said to you. (Make sure to maintain confidentiality for the individuals involved)

2) Keep an Eye

So we know that when you are coaching, you are focused on the player and not thinking too much about what you are doing. That is a good thing!

However, by keeping the Advanced Communication Skills close to you by reading and studying them on the days you are going to coach, you will find that they come up quite naturally while you are coaching. When this happens, make a note to yourself! Then as soon as possible after the session recount what happened on your game card. This will REALLY accelerate your path to mastery with these tools.

If you need some structure

You are probably already coaching a lot. But just in case you aren’t, you can use these conversation outlines to give yourself some structure.

Brief overview of the “What is Your BIG Game” Conversation

- 1) What is your BIG Game?
- 2) What does winning look like for you?
- 3) What is your purpose in playing this game? Why do you want to play better?
- 4) What is one tangible outcome you want to create in the next 6 weeks?
- 5) What is one skill you want to explore or improve over the next 6 weeks?
- 6) Who do you want to become as a result of playing this game?

Coach Mission Playbook

Advanced Communication Skills Coaching

Brief overview of the “RACE Coaching Method”

- 1) What is the **Result** you are playing for?
(Coach remember, outcomes are the accumulation of results!)
- 2) What are the best **Actions** to create this result?
- 3) What are the **Challenges** you are facing in pursuit of these results?
- 4) What is your **Evaluation** of your results so far?
- 5) How can responding to the challenge make you a better player?
 - > What skills do you need?
 - > Who do you need to become?
- 6) What have you tried so far?
- 7) What needs to be said that hasn't been said?
 - > What requests have you not made?
 - > What truth have you NOT acknowledged?
- 8) What is an experiment that you have NOT tried yet?
- 9) What are you going to do next?

Make a BOLD PLAN

The game is to have 15 Coaching Conversations where you use the Advanced Communication Skills. You can have up to 3 sessions with one player.

If you are already coaching a lot then this will happen naturally.

But if you are NOT coaching a lot then you need to make a bold plan to get into the game!

Start with 5-10 “Big Game” conversations and see what unfolds from there.

One way to do this is to offer to start coaching people you already engage with on a regular basis especially your team members and/or colleagues.

The goal is to recruit 5 players who are committed to coaching with you every week, PLUS a few players that you can meet one or two times along the way.

IMPORTANT: your coaching partner in class DOES NOT COUNT as a coaching session for this part of the game! (Share about these conversations on the Partner element on the game card)

Coach Mission Playbook

Advanced Communication Skills Coaching

SUPER IMPORTANT : Who should you approach to coach?

Coaching is NOT an intervention for problems!

(this point really cannot be emphasized enough)

Coaching is for people who have a desire to play big in life. You are recruiting great players onto your team. Think of people you know who are up to something good and approach them with the possibility that they can play even better with you as their coach! You honor someone when you offer to coach them. Think of it as the highest compliment.

Say: "I think of you as someone playing big in life and I would love to coach you. With me as your coach you can play even better!". Yes, we know that the idea of saying something like that might push you out of your comfort zone ;-)

A person you know	How will a coach benefit them in playing big?
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

DONE!! You are now ready for the Coaching Challenge: 21 Coaching Conversations this month!

Coach Mission Playbook




Advanced Communication Skills Coaching

3) Share on your game card and collect points. YES!

	<p>Step 1: Click through to your game card. Look for the Power Booster section – (Find the Red Button with the Rocket!)</p> <p>Find the COACH badge.</p>  <p>You will see the game card description... <i>I just read the COACH Mission Playbook and made a bold plan to Coach and share about the Advanced Communication Skills that I am using. Here is what I am excited about...Click on the SHARE button in the right column.</i></p>  <p>A text entry window will appear. Complete this statement on your game card by sharing how you will approach this specific challenge.</p>
	<p>Get your FB friends cheering you on! (optional)</p>  <p>Under the share box you will see the Facebook login button and “Share On Facebook” button.</p> <p>If you share on Facebook you earn +1 Bonus point in your total score.</p>
	<p>After you engage in a coaching conversation... Click on Game Action button on the game card There are different elements here for each week of the class, for example: Week 1: I just conducted COACHING SESSION focused on the Ultimate Outcomes of my player. This is what happened...</p>

Coach Mission Playbook

Advanced Communication Skills Coaching

	<p>Week 2: I just conducted a COACHING SESSION where I used several Clarifiers. This is what happened...</p> <p> Share</p> <p>Click the SHARE button</p> <p>Remember to share with the intention to inspire. Share about what was revealed and what you learned in the process.</p> <p>Each time you share about your game activity you earn points. And another SHARE button pops up for you to use the next time you complete this activity.</p>
	<p>After you get a “Thanks, Coach” note from a player, go to the BIG WINS section</p> <p>Look for the COACH Badge.</p> <p><i>I just received a "Thanks, Coach" (aka acknowledgement) from one of my players and scored a BIG WIN in my COACH Mission. Yeah! Here are the highlights...</i></p> <p> Share</p> <p>Click the SHARE button</p>

4) Find the Fun!

Helping others create success is FUN!- When you can share what you know and/or ask just the right questions to spark a discovery experience for another person, it is SUPER FUN!

The Pursuit of Greatness is fun – at its core, coaching is about the Pursuit of Human Greatness. When you guide another person to FIND the game in their life and pursue winning on their own terms you are providing REAL coaching. REAL Coaching is fun.

Transformation Is Fun! – People love to be seen and known for who they really are – a BIG Player in Life. This is what happens when you reveal their BIG GAME in life and the big purpose they can pursue by playing rather than working. Play is transformational. And people LOVE transformation.

Transformations from worker to player

Industrial Work Mindset (the old way)...	Spirit of Play Mindset (the new way)...
Do your own work! If you help others that is cheating. (we all learned this lesson in Industrial Age School)	Humans are collaborative creatures. We are at our best when we are helping others.
If you need the help of others you are weak. You are not “pulling your own weight”.	True Greatness is never achieved alone. By allowing yourself to be coached you accelerate

Coach Mission Playbook

Advanced Communication Skills Coaching

	your growth AND create a fulfilling opportunity for the person coaching you! Being coached is an act of generosity!
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