

A Model for Leadership Coaching
CHMN 760 Advanced Leadership
Presenter: David VanDenburgh
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Talking about folks who are productive that will be open to coaching.

This kind of coaching pioneered by Marshall Goldsmith

Saw a number of high-performing, competent leaders as executives.

Put together a way of coaching that focused upon specific leadership actions/skills.

This kind of coaching identifies the type of leadership activities that work well with the leader and those that don't.

Then, they focus on one or two behaviors that would be worthy of investment for change.

Best way to get to there is do a 360 degree assessment.

But it can also be a simple conversation.

Coach might also have a conversation with fellow pastors or associates on your staff, ministry leaders, and conference president.

The coach sits down with a person and asks, "What have you heard from the assessment?" "What could you do better?"

How well do you collaborate?

How well do you share your vision?

How good are you in aligning people in the same direction?

How good are you in managing people?

What do you think you'd like to work on as a way of becoming better as a leader?

Sometimes all the conference leadership see is the end result: baptisms, bucks, and buildings.

Good to use a 360 degree assessment instrument since it is anonymous.

Stakeholders are people who have a stake in your success as a leader and negatively impacted if you don't succeed. They have a invested interest in your performance.

Identify some people who are potential for help in making a change.

So, you have created a voluntary team of coaches from these stakeholders.

Feedback comes from a 360 degree assessment.

Say then, I've gotten some feedback, but now give me some feedforward!

Feed forward is about suggestions for the future.

Very important coaching principle: Mark Twain—never try to teach a pig to sing.

Can't coach somebody that doesn't want to be coached.

Sad reality is that many folks don't want to change anything.

Problem in the church, members/leaders have never grown up.

1 Cor 2 and 3—you ought to be eating solid food, but you are still drinking milk.

Paul stated you are still behaving like an unconverted person.

For many years folks are living like they continue to operate as a baby.

1 Corinthians 3:1-3 And I, brethren, could not speak unto you as unto spiritual, but as unto carnal, *even* as unto babes in Christ. ² I have fed you with milk, and not with meat: for hitherto ye were not able *to bear it*, neither yet now are ye able. ³ For ye are yet carnal: for whereas *there is* among you envying, and strife, and divisions, are ye not carnal, and walk as men?

Person comes to coach and states: Our pastor is not very spiritual.

Then, the person has to reveal specifically what the issue/behavior is that is perceived what is not spiritual...

Number outcome for coaching is value.

How many people are not willing to pay the price?

Sermon illustration: "O maestro, I would give anything to play the violin like you?"

"Madam, I have given everything!"

Kid trying to tie knot with his toes reminds me of not trying to coach someone to move outside their giftedness.