

Coaching Process in Detail-----David VanDenburgh, April 4, 2006

1. Take the LPI
2. Look at the report
3. ID behaviors you want to change
4. LPI Action Plan

Choose the behavior you want to modify

Identify the actions that will modify that behavior

- Behavior: “Actively listens to diverse points of view.”
  - Actions:
    - Make eye contact when listening
    - Doesn't modify suggestions
    - Repeats what is heard for clarity
5. ID “stakeholders: “I’ve recently become a part of a 4-year development plan. From evaluating my results, I would appreciate your help. Do you have some suggestions for how I can do a better job on the final 10 results of the LPI?”
  6. Ask stakeholders for help (choose 6 stakeholders to work with—would you be willing to be one of my coaches? [secretary, associate, elder, neighbor-member]. This will mean once per month a feedback meeting. How I’m doing?
  7. Obtain “feedback” and “feedforward”
  8. Mini-surveys
  9. One year time-frame