

4/20/2007 8:30 AM (Friday)  
Coaching (Day 2)  
David VanDenburgh

#### Discussion of Journals

Confrontation is a skill in our tool box that we need to develop, pilot - co-Pilot mentality.  
In a coaching setting confrontation renders challenging questions. "Do you really want me to coach you in this area?" Refer back to David VanDenburgh and Jenny's dialogue and how the syllabus that was handed out, became a (living model). Question came up- "most of us will not become a certified coach" VanDenburgh answered the question- use coaching as one of two or three tools in our pastor's tool box, allow to be a ready tool and "practically" allow it to become part of ministry. When conversing with someone, start thinking: "How can I help this person become all that he wants to be?" "How can I coach this person to be really better at what he/she already does or loves to do? Every single one of us has a gap in our lives and coaching is helping to close the gap from where we are and where we want to be, where Jesus wants us to be. We can't merely direct a person to close the gap. A person has to discover the issues of the gap and move closer to the ideal.

Florida conference has a dozen coaches (Tim Nichols input)

Highlights of what coaching is, is not. Book Review:  
Co-Active Coaching Gary R. Collins

- â ¢ Clarity
- â ¢ Not giving solutions
- â ¢ Co-piloting
- â ¢ Not forcing
- â ¢ Designed alliance
- â ¢ Self management
- â ¢ Helping clients move forward
- â ¢ Closing the gap
- â ¢ Questions- "What have you learned from this?" (important)
- â ¢ Listening intuition, curiosity, self action, level 1 level 2 level 3 listening
- â ¢ Level 2 listening, motivation,
- â ¢ Level 3 listening- intuition and Holy Spirit information about a person
- â ¢ Coaching is about spirituality
- â ¢ Huge desire for spirituality
- â ¢ What are you really searching for?
- â ¢ How can I help you get there?

Tim Cross- and David VanDenburgh dialogue (Model)

#### FOUR PARTS OF COACHING PROCESS FLOW

Every session over the period of three months must use these four round cycle steps! Because it is done in bits and chunks to eventually make a whole. After every session the

client needs to know what he/she is going to do next.

(Example) "I want to finish my D-min. How do I go about this? There is a need to break it down in bits, bites, then in chunks. If I were being coached I would be accountable to the coach in these areas: how much time did I spend reading this past week? How many pages in one chapter did I write? Did I spend time with my advisor since the last session? Coach: Why did you not keep your agreement by not reading...?"

The coaching can come to a point that the contract is canceled overtly. If a client does not do his assignments, he will cancel the contract in coaching covertly by missing appointments, not doing assignments, etc. If they cannot complete tasks, the client may need therapy instead of coaching.

\*\*Forward the action and deepen the learning is the goal in Co-Active Coaching

Round 1: Build a partnership see page 16 (Coaching Reference Guide)

- Design the co- active alliance
- Build the relationship
  - o What is that you really want to get out of this relationship
  - o How long have you been thinking about this?
  - o Coach: you will take charge of this I will be of help to let get where you want to go I will do whatever it may become uncomfortable (Build the Relationship)

Round 2 Find the Clients focus See page 19-20 (Coaching Reference guide)

- Move from "divergent thinking to Convergent thinking
- clarify the focus into an "end in mind"
- find out how much and by when
- "coach" questions:
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Round 3 Make a Plan page 21 (Coaching Reference Guide)

- hunks and chunks
- bits and bites
- sequence
- Milestones, due dates, deadlines
- Next step

Round 4 Set Accountabilities page 23 (Coaching Reference Guide)

- How and when
- Report and celebrate
- Look and learn
- Improve and commit
- Forward the action
- Identify obstacles

â ¢ Mobilize resources

9:40 AM Group Practice Model

My Group: Jack DuBosque, Samuel Garbi , and Hector Quinones

Post Practice Model Analysis-

VanDenburgh observed that in the coachesâ™ role they did:

Too much talking and were Too directive

11:00 AM the group of threesomes reversed roles until all of us had established Coach, Client, and Observer.

Wrap up 11:40 AM

â ¢ Add the tool to the tool box coaching

â ¢ Coaching tools can be used outside

â ¢ Coaching is about helping the client grasp the vision of where he would like to go

â ¢ Help the client find where he clearly wants to be?

â ¢ Help identify the gap coach the gap coach the gap coach the gapâ |â |.

â ¢ All kinds of gaps small or large

â ¢ Clarifying the issues

â ¢ Ask good questions what are the issues and how will you get there so the client will know how to close the gap does the client know how and needs encouragement to do it? Or does it have to be discovered. My client is capable if he is asked the right questions

â ¢ Design the plan

â ¢ Remember the 4 parts of the process (see above)

â ¢ Watch and see if what the client is

â ¢ sayingâ or is it really his focus?

â ¢ Help client find resources -books, websites, etc.

â ¢ Specialized coaching- behavioral coaching not a redesign of our lives, but some things need to be done differently, successful in spite ofâ |â | not just because we are good at what we do. Specific behaviors are not working well for the client so stakeholders need minor changes in the client.

â ¢ Try to reduce a lot of stuff to specific actions

â ¢ Stay away from emotional Psychology and concentrate on advancing forward.

â ¢ Practicing introductory coaching models (in class) especially VanDenburgh with Jenny McBride.

â ¢ Actually find out what it is like to be coached [www.ccn.com](http://www.ccn.com) â ¢ Christian Coaches Network.

â ¢ Check out the six-Question Process in (Reference Guide pg. 36)