

Executive Coaching

Professional Learning

**Accountability, Assessment, & School Improvement
Team**

Nov. 11, 2024

Executive Coaching Overview



Region 16 ESC Executive Coaching Team



Tanya Larkin, Ed.D.
Executive Director



Nathan Maxwell, Ed.D.
Associate Executive Director



Syd Sexton
Executive Coach
& TSL Lead



Lawana Pulliam
Executive Coach
& TSL Lead



Rene Cano
Executive Coach
& TIL Lead



Christine Scroggs
Assistant Director
of Executive Coaching

AASI Team



Excited to join
this **AMAZING** team!

Overjoyed!

Humbly honored!



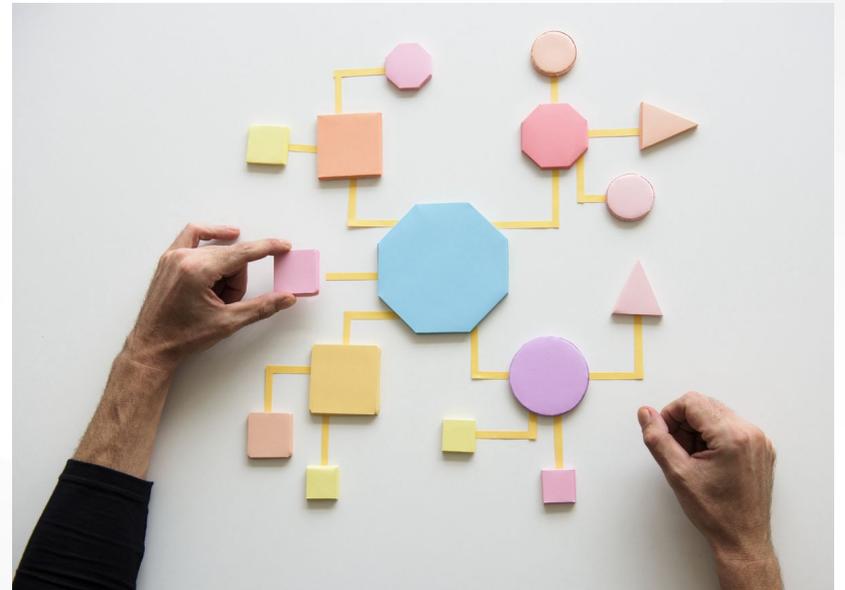
VETERANS DAY

HONORING ALL WHO SERVED

Materials Management

Training Site:

<http://r16.us/ExCAASI>



The Real Me!



YOU Matter!

With a partner, share:

1. Something special about YOU
2. Something about when YOU were young
3. Why YOU chose your role



Be prepared to introduce your partner.

AASI Team

Affirmation of Expertise



Values and Commitments

VALUES

- High Expectations Standard Bearers
- Avid Learners
- Servant Leaders
- Connectors and Networkers



COMMITMENTS

- We go all in. We find the third way when needed.
- We honor each other's voices and experiences.
- We celebrate our progress and support each other as we grow.
- We ask questions. We listen. We share.

Our Journey



Training Dates

- Nov. 11, 2024, 9:00-11:30
- Nov. 18, 2024, 1:30-3:30
- Dec. 9, 2024, 1:30-3:30
- Dec. 19, 2024, 9:30-11:30
- Jan. 13, 2025, 9:00-11:00
- Jan. 24, 2025, 9:00-11:00
- Feb. 10, 2025, 9:00-11:00

Next Steps...

Learning Objectives

By the end of this session, I will:

- **Know** the WHY, WHAT, & WHO related to Executive Coaching.
- **Understand** the Executive Coaching Framework,
- **Be able to** articulate the essence of my role as an Executive Coach.

in order to...

KNOW

- The qualities, characteristics, and skillset of effective Executive Coaches

DO

- Executive Coaching at the most effective level possible

BE

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Unpack



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YOU Matter!

Survey data

AASI

Accountability, Assessment, & School Improvement



Mike Manchee

Coordinator Accountability,
Assessment & School
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Erica Adkins

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AASI

American Association of Snowboard Instructors

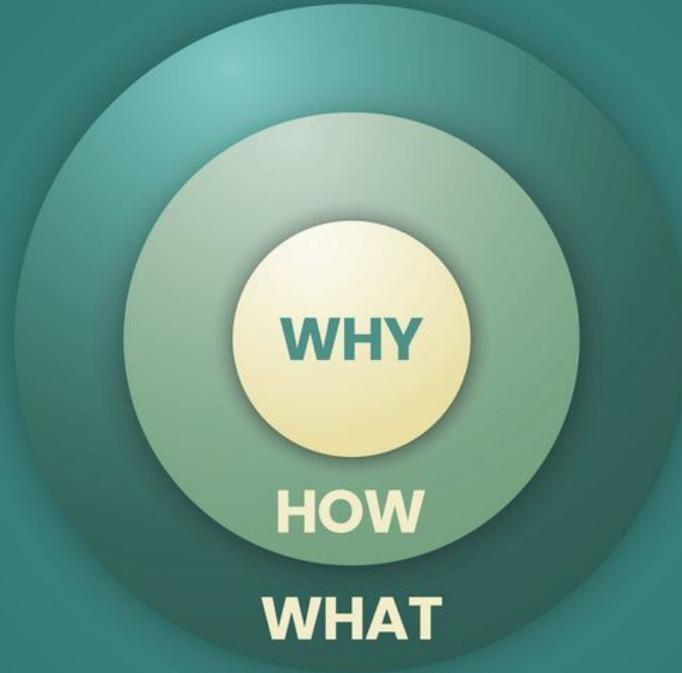


Know Your WHY

GOLDEN CIRCLE

WHY

Very few organizations know WHY they do what they do. WHY is not about making money. That's a result. It's a purpose, cause or belief. It's the very reason your organization exists.



HOW

Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

WHAT

Every organization on the planet knows WHAT they do. These are products they sell or the services they offer.

Executive Coaching is...

the manifestation of ***servant leadership*** as one seeks to draw out, inspire, and develop the best and highest within people from the ***inside out*** .



The purposes of a person's heart are deep waters, but one who has insight draws them out.



Connections

Your Work...



Connections



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Portrait OF AN Executive Coach



Know the WHY

**“When we know
our WHY,
our WHAT
has greater
IMPACT.”**

WHY a Focus on Executive Coaching



When does change happen?

When is it needed?

Circle Up





Executive Coaching

Coaching
through
Change
Leadership



What can make a difference?



WHY a Focus on Executive Coaching

Core Belief

Everyone needs a coach.

What We Hear from the Field

“Leaders *deserve* customized, highly effective coaching.”

“*My best development has been from my executive coach.* He made me a better leader for others.”

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WHY

HOW

WHAT



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What is Executive Coaching?



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Executive Coaching

What It Is *Not*

Fixing

Spying

Advice

Coach-driven

A Script

“I”

Mentoring

Therapy

Consulting

“What I would do is...”

Telling

“When I...”

Based on one coaching model

Being a Friend

Differences

“**This Executive Coaching model** is different. There is no script, no box; only **guidance and guardrails** to stay focused on what we are **coaching ‘through’**. Everything - and I do mean everything - is **focused on the client**. The words, the process, the tools, and the questions used rely on the coach identifying what **the client** speaks, feels, and needs.

This is about developing leaders from the inside out.”

Shifting Sand



Shifting Sand



Considerations:

- Use of Discernment
- Use of Intentional & Strategic Moves

Connections

Your Work...



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Portrait of AN Executive Coach





**International
Coaching
Federation**

ICF Core Competencies

r16.us/ICFCoreCompetencies



International
Coaching
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ICF Core Competencies



A. Foundation

1. Demonstrates Ethical Practice

Definition: Understands and consistently applies coaching ethics and standards of coaching.

1. Demonstrates personal integrity and honesty in interactions with clients, sponsors and relevant stakeholders
2. Is sensitive to clients' identity, environment, experiences, values and beliefs
3. Uses language appropriate and respectful to clients, sponsors and relevant stakeholders



International
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ICF Core Competencies

r16.us/ICFCoreCompetencies

ICF Core Competencies



Homework:

- Review the Core Competencies.
- Identify one or more competencies that **ALIGN** with your values.
- Identify one or more competencies that you envision may create a **CHALLENGE** for yourself or others.

*Be prepared to share at
our next training.*

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Framework



How might you define the word **“framework”**?

What does the word “framework” mean to you?

Executive Coaching Framework

Executive Coaching **Framework**



Executive Coaching is the manifestation of servant leadership, as one seeks to draw out, inspire and develop the best and highest within people from the inside out.

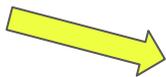
This structured framework defines the essence of Executive Coaching while also functioning as a versatile tool empowering coaches to customize their strategies. By leveraging this framework, Executive Coaches are equipped to inspire others, facilitating the realization of their utmost potential both professionally and personally.

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Executive Coaching **Framework**



ECF Level 1: Foundational/Relational/Preparation

Essential Actions

- 1.1 Demonstrates Ethical Practice
- 1.2 Cultivates Trust
- 1.3 Embodies a Coaching Mindset
- 1.4 Leverages the "SCARF model" to Increase Effectiveness
- 1.5 Leverages the Commitment/Capacity Coaching Quadrant Model
- 1.6 Defines the Relationship through a Partnership Agreement

ECF Level 2: Entering the Conversation

Essential Actions

- 2.1 Understands Life as a Series of Conversations
- 2.2 Enters the Conversation with Intentionality and Purpose

ECF Level 3: Leveraging the Art of Coaching

Essential Actions

- 3.1 Communicates Effectively
- 3.2 Identifies the Type of Coaching
- 3.3 Uses Effective Coaching Language, Tools and Techniques
- 3.4 Uses the Power of Silence Effectively
- 3.5 Coaches Client through Systems Level Thinking to Impact Outcomes

ECF Level 4: Exiting the Conversation

Essential Actions

- 4.1 Summarizes the Conversation
- 4.2 Articulates Next Steps and Seeks Clarity
- 4.3 Seeks Feedback

ECF Level 5: Measuring Outcomes (Performance Management)

Essential Actions

- 5.1 Coaches Client through Change Leadership
- 5.2 Coaches Client through the Realization of Potential Impact, Results and Applicable Adjustments
- 5.3 Coaches Client through the Design of a System of Ongoing Communication to Various Stakeholders
- 5.4 Coaches Client through a Cadence of Celebrations Based on Identified "Wins"

ECF Level 6: Cultivating Growth and Adding Value

Essential Actions

- 6.1 Coaches Client through the Integration of New Awareness into Actionable Behaviors
- 6.2 Celebrates Client's Progress and Success

What do you notice about the LEVERS?

ECF: Scavenger Hunt

As you review the **Executive Coaching Framework**, find the following concepts or inferences and be prepared to share out:

1. Concepts of TRUST that connect and expand on our R16 Manifesto
2. Key concepts of a coaching MINDSET
3. Why does it matter how we ENTER a conversation?
4. One key concept in the ART of executive coaching that intrigues you, noting “why”
5. One resource within the ECF that has piqued your interest
6. A personal reflection to the key concepts for exiting a conversation when serving as an executive coach



Live and In Action



Making Connections

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We invite you to:

- Actively listen and view the model coaching session.
- Make connections to levers, essential actions, and key concepts that you notice.
- Be prepared to share out, following an individual reflection time.



Every conversation in life is a fresh run, guiding others to carve new paths, find their balance, and make each turn count.

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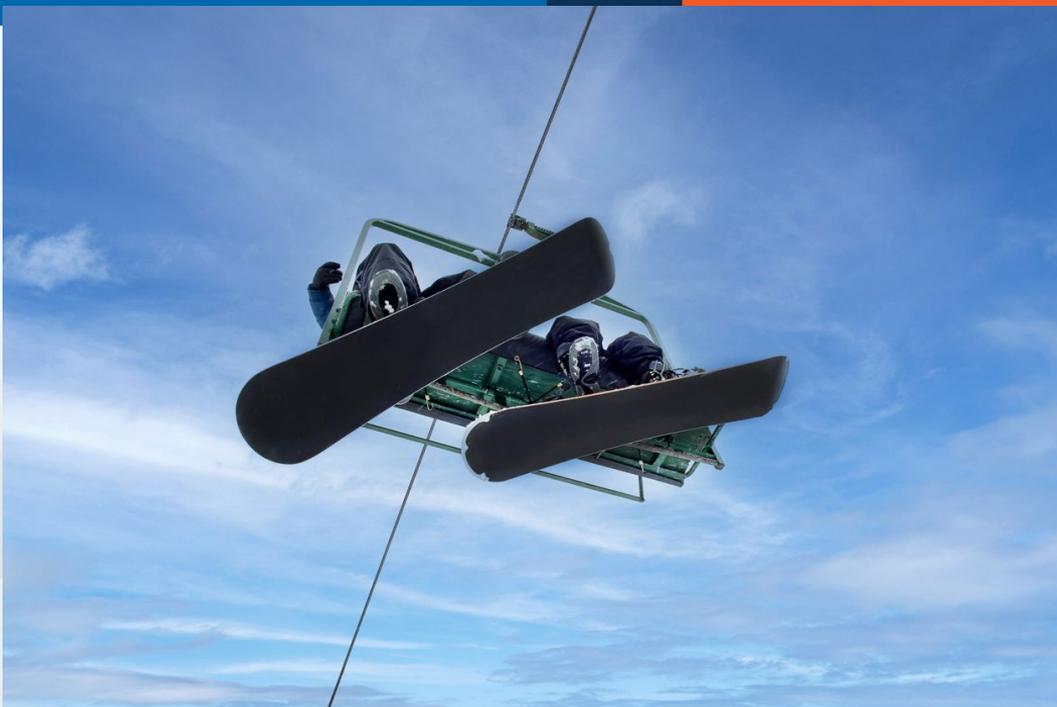
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Portrait OF AN EXECUTIVE COACH



Ski Lift Speech



Write First, Talk Second

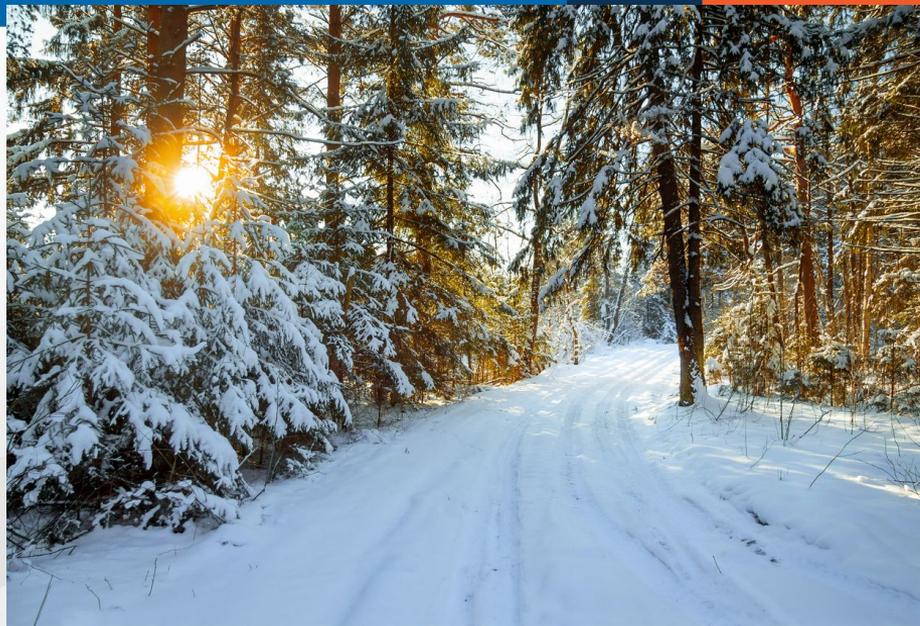
Articulate the essence of your role as an **Executive Coach** on the AASI Team based on what you have experienced today.

Be prepared to share with a partner and the group.

REMARKABLE



Our Journey



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Next Steps...

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a coach!*



Thank you!