

Executive Coaching

Professional Learning

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

Nov. 18, 2024

Executive Coaching Overview (continued)



Materials Management

Training Site:

<http://r16.us/ExCAASI>



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...

Values and Commitments

VALUES

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

Choose one to share that you commit to leaning into today.

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.

Learning Objectives

By the end of this session, I will:

- **Know** the Executive Coaching Framework and related foundational principles.
- **Understand** the value of the Executive Coaching Conversation Guide.
- **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

- Servant Leader
- Avid Learner
- High Expectations Standard Bearer
- Connector and Partner

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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.





**International
Coaching
Federation**

ICF Core Competencies

r16.us/ICFCoreCompetencies



International
Coaching
Federation

ICF Core Competencies

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ICF Core Competencies



Prior 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.

Share out.

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.

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



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Live and In Action



Making Connections

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We invite you to:

- **Actively listen** while you view the model coaching session.
- **Make connections** to levers, essential actions, and key concepts within the ECF that you notice.
- Be prepared to **share out** your noticings, 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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TRUST



Think of a LEADER you trust or have trusted.

How would you describe the characteristics of that leader?

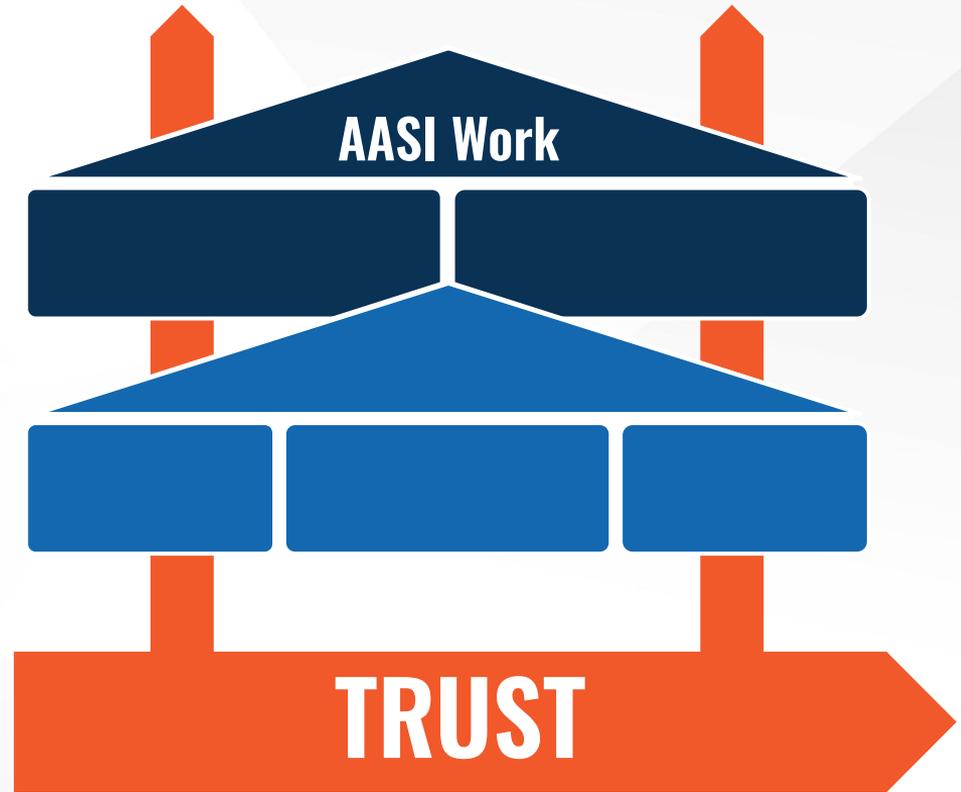
TRUST

The Unseen Essential



TRUST

the unseen foundation &
GLUE



The Unseen Essential



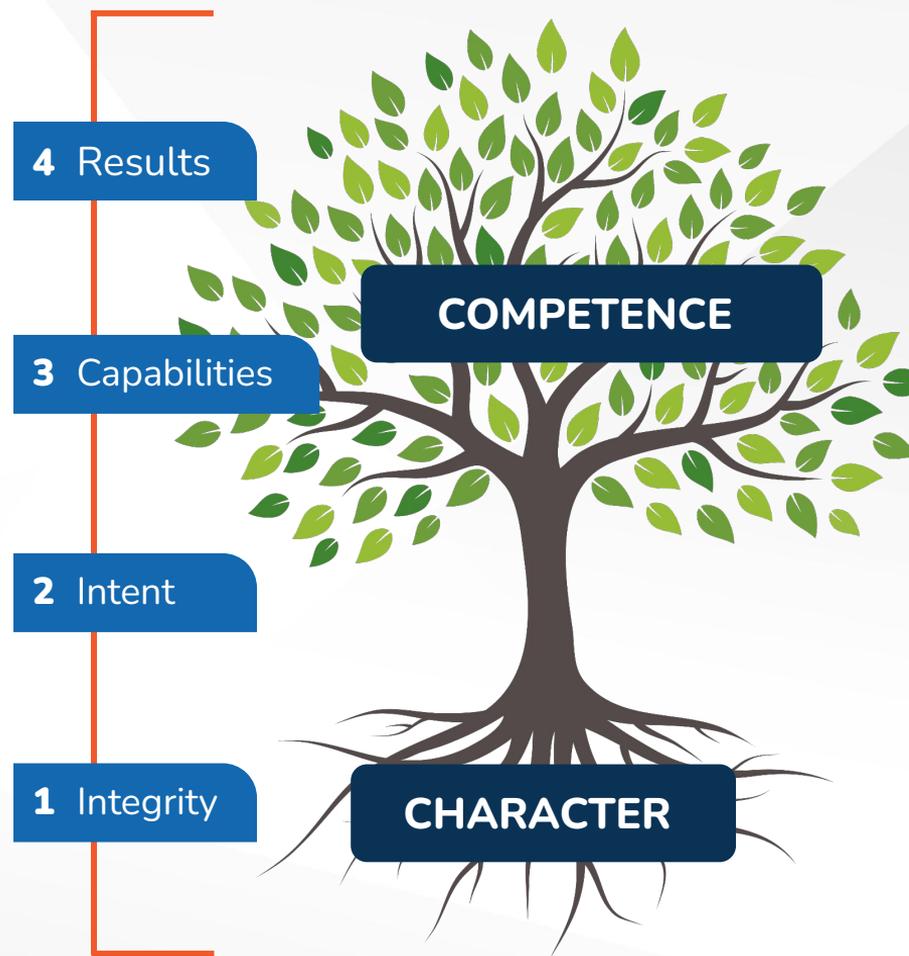
TRUST
is the *confidence*
born of the
character and
competence
of a person
or an organization.

STEPHEN M. R. COVEY

The Unseen Essential

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The Unseen Essential: **TRUST**

Accelerators

Performance Management
Results

Talents, Attitudes, Skills,
Knowledge, Style

Motives

Congruence

Humility

Courage

4 Results

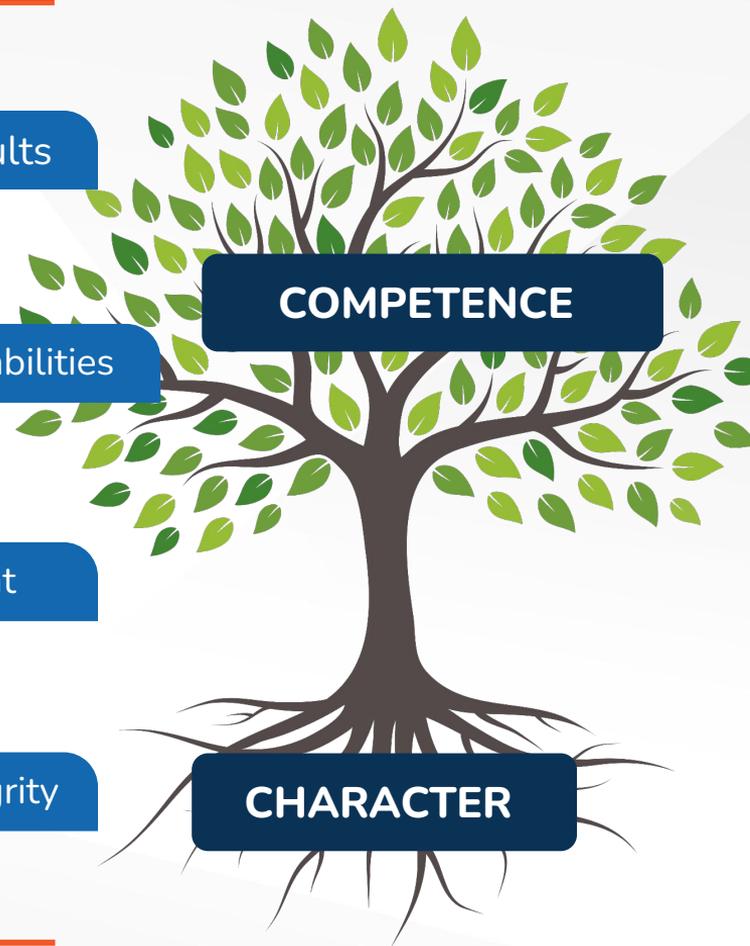
3 Capabilities

2 Intent

1 Integrity

COMPETENCE

CHARACTER



The Unseen Essential: TRUST

Accelerators

Room

1

Performance Management
Results

2

Talents, Attitudes, Skills,
Knowledge, Style

3

Motives

Congruence

Humility

Courage

4

5

6

4 Results

3 Capabilities

2 Intent

1 Integrity

COMPETENCE

With a Partner:

- Discuss: **What might your assigned accelerator(s) LOOK, SOUND, and FEEL like in your work?**
- Be prepared to share with the whole group.

CHARACTER



The Unseen Essential – Personal Reflection

High-trust cultures are
designed intentionally –
from the inside out.

STEPHEN M. R. COVEY



TRUST: What's the IMPACT?



Executive Coaching Framework



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Mindset

Executive Coaching *Mindset*

Shift From		To
Listening to respond with one's own point of view		
Shift from Language of		To Using Language of
Correction	to	
Confrontation	to	
Telling	to	
Constructive Advice	to	
Questions relying on familiar habits	to	

As a Trio:

- **Reading the left side of the chart, verbally complete the right side of the chart.**
- Be prepared to share out..

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ECF Level 2: Entering the Conversation



Essential Actions

2.1: Understands Life as a Series of Conversations

Key Concepts

- Making Every Conversation Matter

Resources

- [Atomic Habits: Habits FAQ](#)

2.2: Enters the Conversation with Intentionality and Purpose

Key Concepts

- Helping Others Get Clear about What They Want
- Beginning with the End in Mind
- Leveraging the "Which Means" Strategy
- Leveraging the "Intention, Attention, Action Pyramid"

Resources

- [Executive Coaching Conversation Guide](#)
- *Results Coaching Next Steps: Leading for Growth and Change*

Executive Coaching Framework **Conversation Guide**



**Alignment
Resources**

**Portion of the
Conversation**

**Possible Questions
for the Coach (YOU)**

**Possible Questions
for the Coachee
(the Executive)**

**Your Draft
Coaching Notes**

Executive Coaching Framework **Conversation Guide**



Alignment
Resources

Portion of the
Conversation

Possible Questions
for the Coach (YOU)

Possible Questions
for the Coachee
(the Executive)

Your Draft
Coaching Notes

Individually:

As you review the Conversation Guide, note connections with the ECF.

With a Partner:

Share the connections you noted.

How might the Conversation Guide serve as a tool to elevate your impact as an AASI Executive Coach?

Be prepared to share out whole group.

Internalization of Conversation Guide

Homework:

Use TWO or more “things” on the **Conversation Guide** in real life.

...maybe a coaching question or two, a resource link, the draft coaching notes section, or an additional tip.

Wax it on.

Be prepared to share at our next run.



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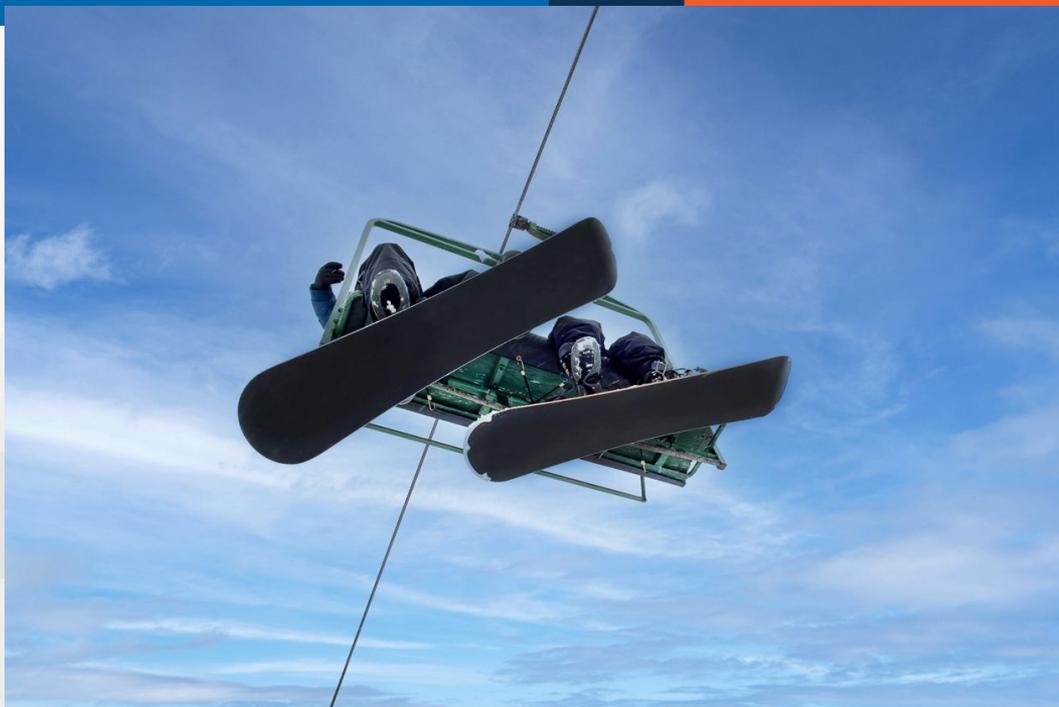
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Ski Lift Speech



Write First, Talk Second

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

Be prepared to share with a partner and the group.

AASI

Accountability, Assessment, & School Improvement



Mike Manchee

Coordinator Accountability,
Assessment & School
Improvement

✉ Email Mike Manchee



Erica Adkins

Learning Leader, Accountability
, Assessment & School
Improvement

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Mandi Palmer

Learning Leader, Accountability
, Assessment & School
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Amy Meek

Learning Leader,
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Carlton McMillen

Leadership Development

✉ Email Carlton McMillen



AASI

American Association of Snowboard Instructors

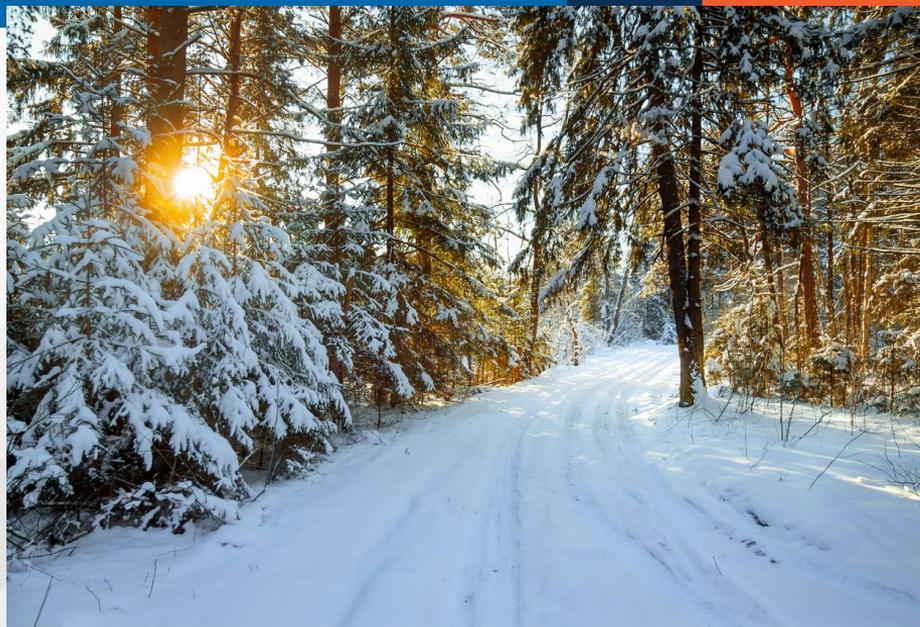


Executive Coaching

One Word or
Phrase



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*A good coach can change a moment.
A great coach can change a life.*





Thank you!