

Executive Coaching

Professional Learning

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

Dec. 9, 2024

Executive Coaching Mindsets and Tools



Materials Management

Training Site:

<http://r16.us/ExCAASI>



The Real YOU!





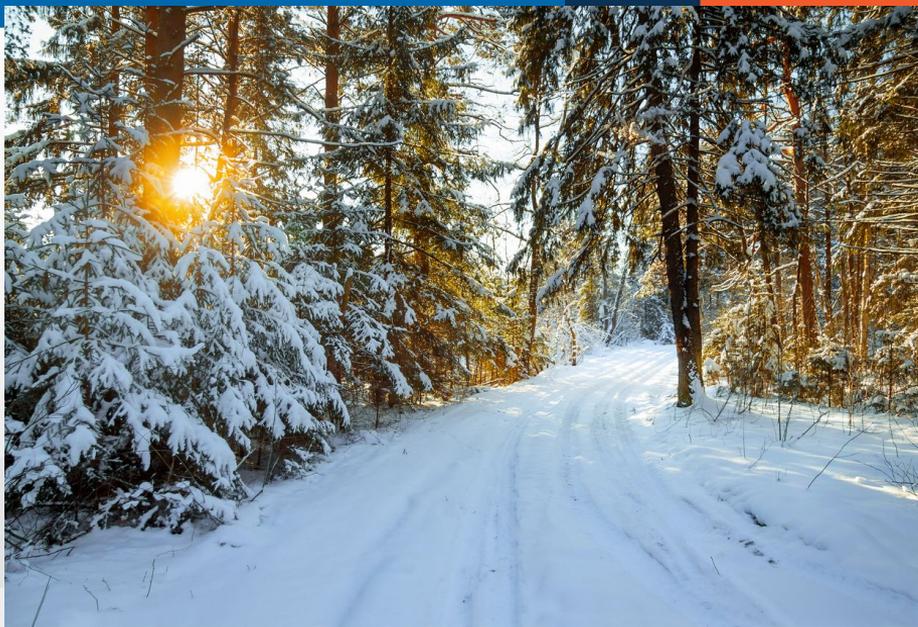
AASI

ANALYST

ANALYST



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
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Next Steps...

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.

Learning Objectives

By the end of this session, I will:

- **Know** how the Executive Coaching Conversation Guide might support my work.
- **Understand** an Executive Coaching mindset.
- **Understand** how to accelerate trust.
- **Be able to** coach through complex change.

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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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.



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**

The Value of Questions

Questions as a Lifestyle:

- You only get answers to the questions you ask.
- Questions unlock and open doors that otherwise remain closed.
- Questions are the most effective means of connecting with people.
- Questions cultivate humility.
- Questions help you engage others in conversation.
- Questions allow us to build better ideas.
- Questions give us a different perspective.
- Questions challenge mindsets and get you out of ruts.

Quality questions create a quality life.

Internalization of Conversation Guide

Review of 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.



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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.



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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TRUST

The Unseen Essential



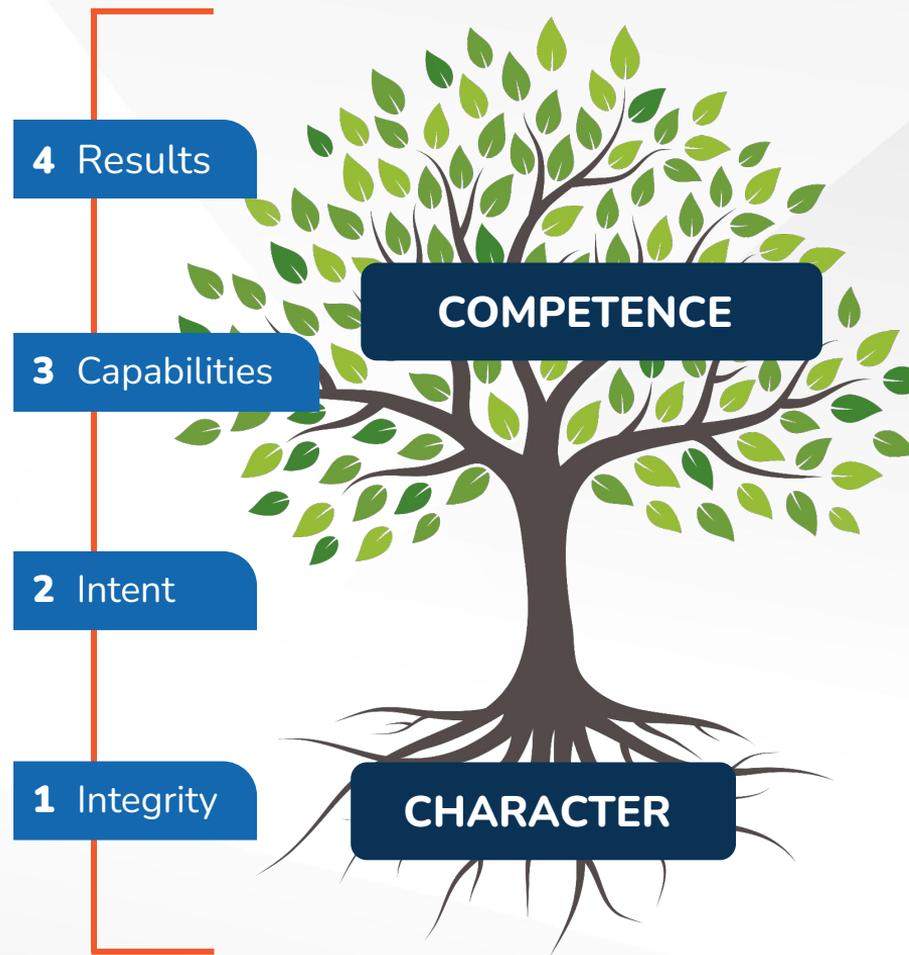
TRUST
is the *confidence*
born of the
character and
competence
of a person
or an organization.

STEPHEN M. R. COVEY

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The Unseen Essential: **TRUST**

Accelerators

Performance Management
Results

Talents, Attitudes, Skills,
Knowledge, Style

Motives

Congruence

Humility

Courage

4 Results

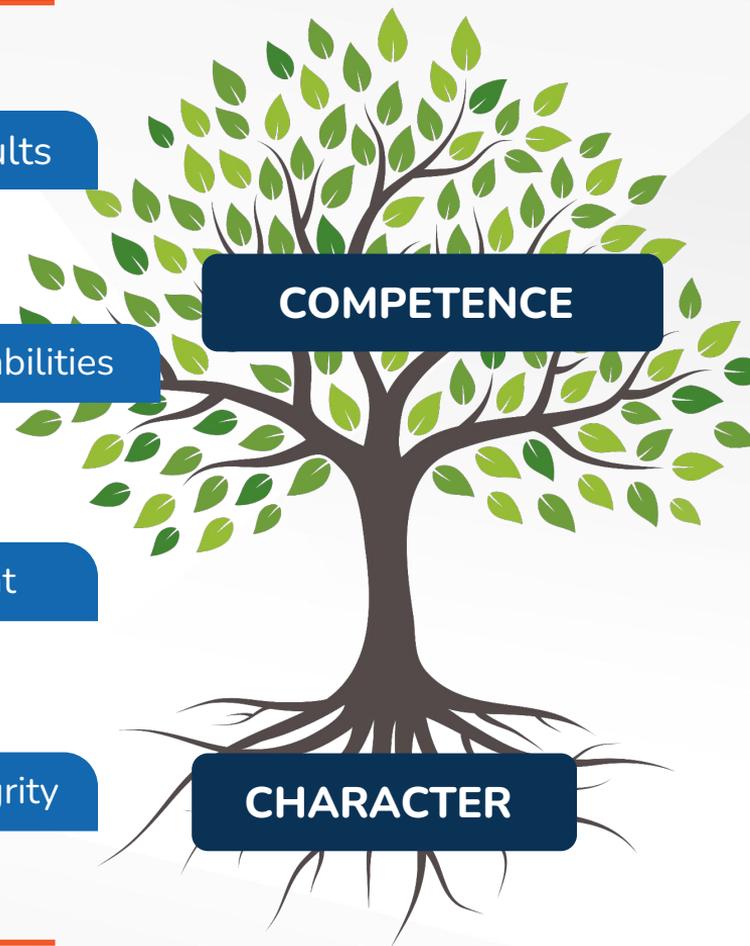
3 Capabilities

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



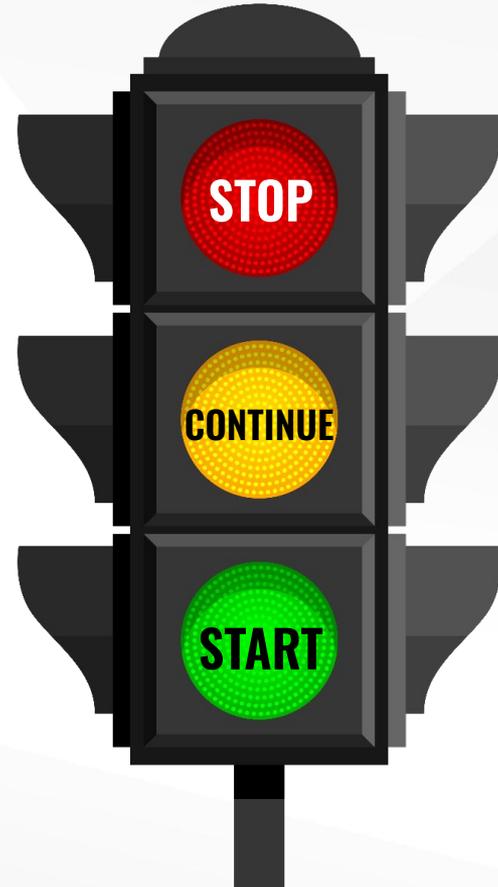
TRUST: What's the IMPACT?



The Unseen Essential of TRUST – Personal Reflection

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

STEPHEN M. R. COVEY



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change

Coaching THROUGH Complex Change



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Part 1

1

Part 2

2

Part 3

3

Strategically consider one “CHANGE” occurring.

COACH the through the change, using the coaching questions on PARTS 2 and 3 of the articles as an initial guide. *(You don't have to ask all the questions in each set.)*



Exiting the Conversation

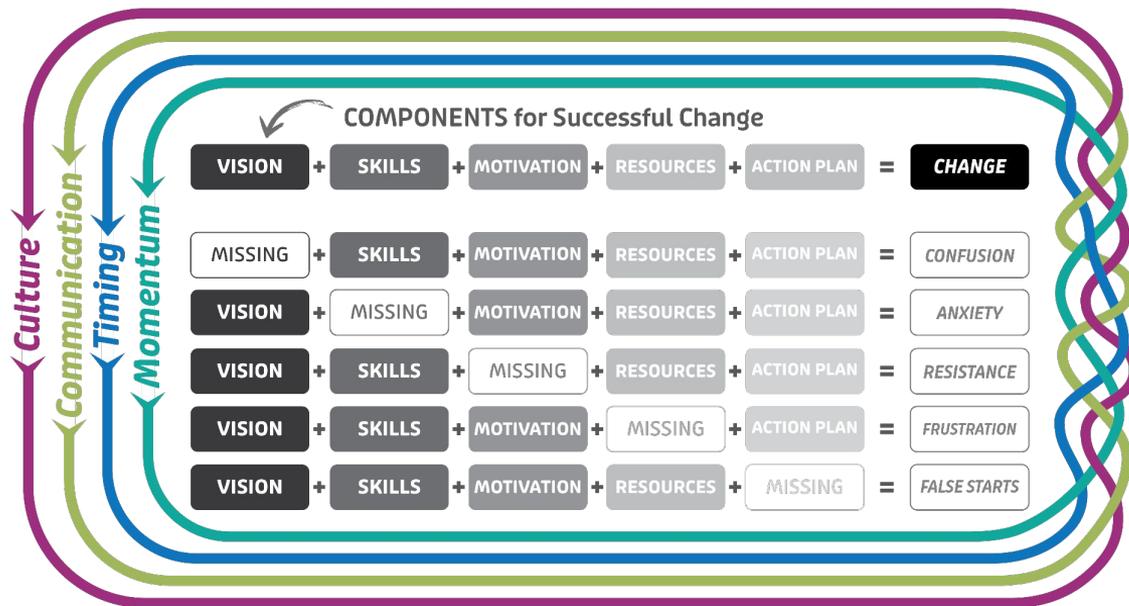
Adding Value

Now ask:

- What did you learn about yourself today?
- How did this conversation impact you as a leader?
- What was most valuable to you today?
- How might I/we further support your growth in our next coaching session?

The Change Matrix *Essentials for Success*

THE CHANGE MATRIX *Essentials for Success*





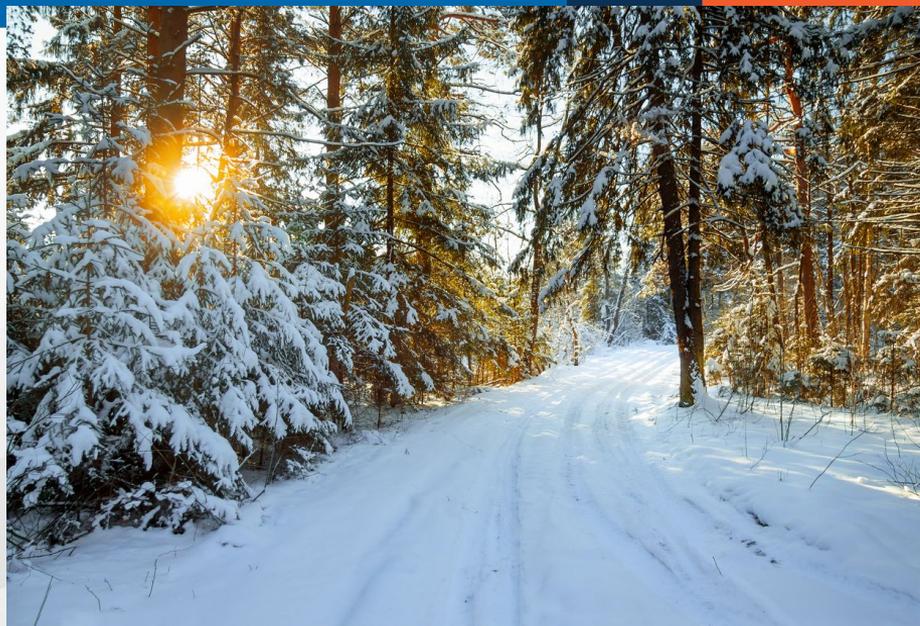
“Just like a mountain changes with every season, executive coaching helps others **adapt** to shifting terrains, **discover** new routes, and **conquer** peaks they once thought were unreachable.”

Executive Coaching

A snowboarder in a blue and yellow jacket is captured mid-air, performing a jump in a snowy mountain landscape. The snowboarder is wearing a black helmet and goggles. The background shows a clear blue sky and snow-capped mountains.

Reflecting on our executive coaching learning, what is the greatest lesson you have learned to date?

Our Next Run



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





Thank you!