

Executive Coaching Professional Learning

Commitment/Capacity Coaching Quadrant Model

Spot the Dot



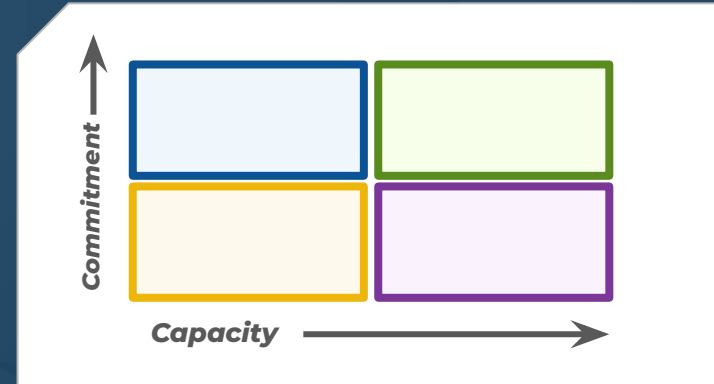
Commitment/Capacity Coaching Quadrant Model

INTRODUCTION:

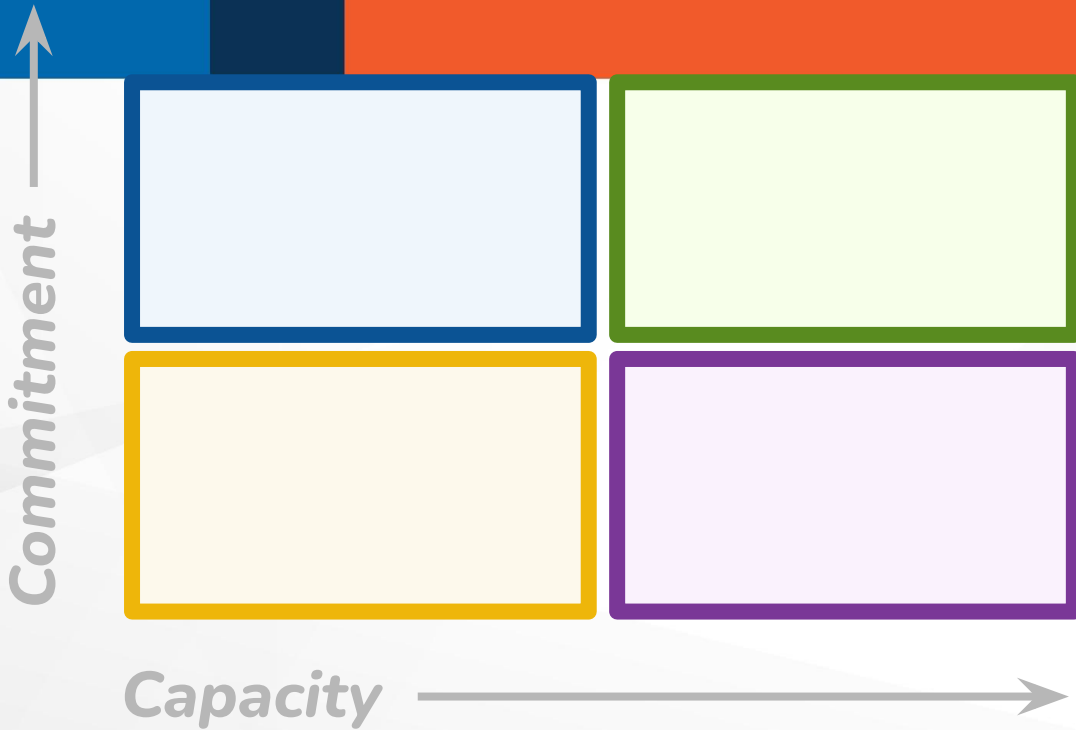
As executive coaches, our mission is to engage with clients on their journey, acknowledging their starting point, while actively guiding them towards continual growth. We must believe in nurturing commitment and capacity within our clients.

The **Commitment/Capacity Coaching Quadrant Model** serves as our internal compass, allowing us to pinpoint a client's position in terms of commitment and capacity within a specific context or process, without disclosing this framework to them. By assessing their current state through this model, we can strategically tailor our coaching approach.

With consistent application of this model, we are able to refine our ability to meet clients where they are, while empowering them to continually enhance their commitment and capacity throughout our coaching journey together.



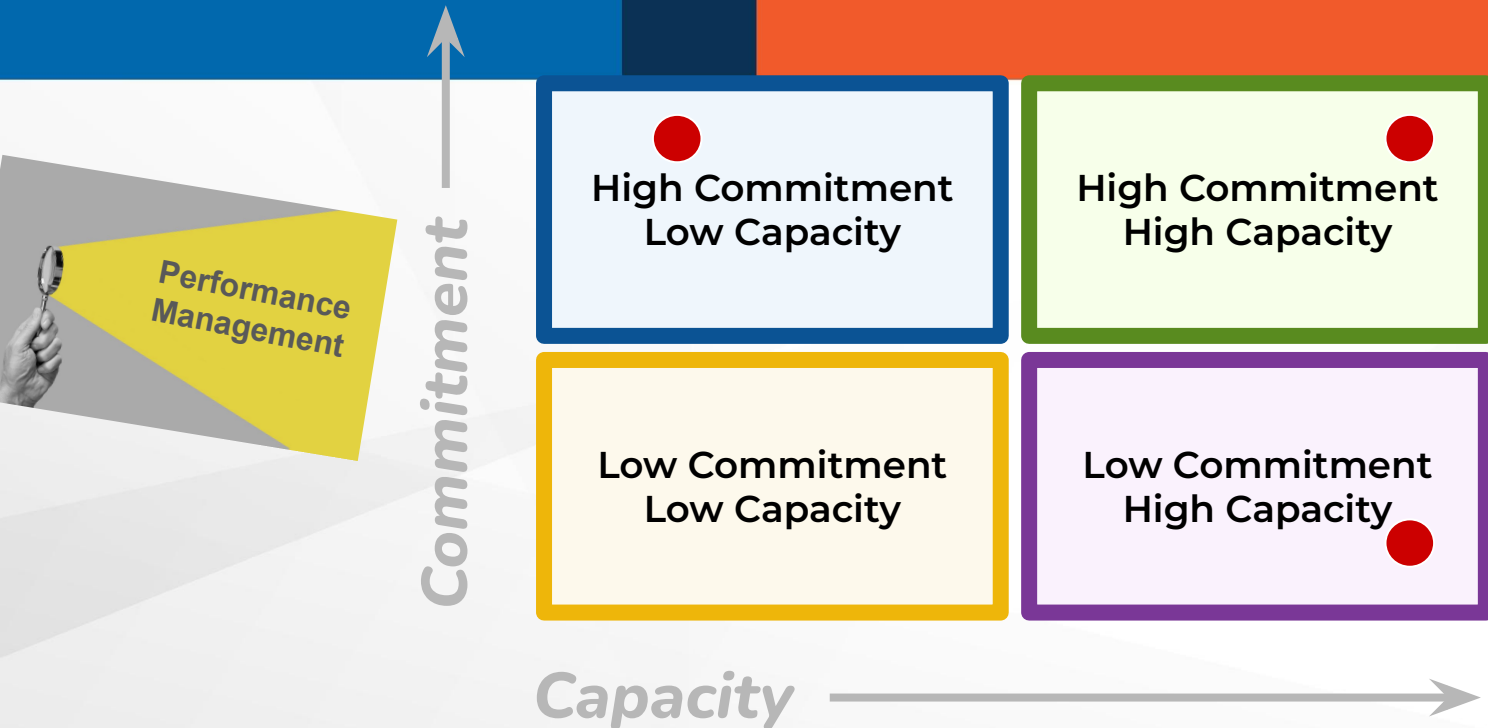
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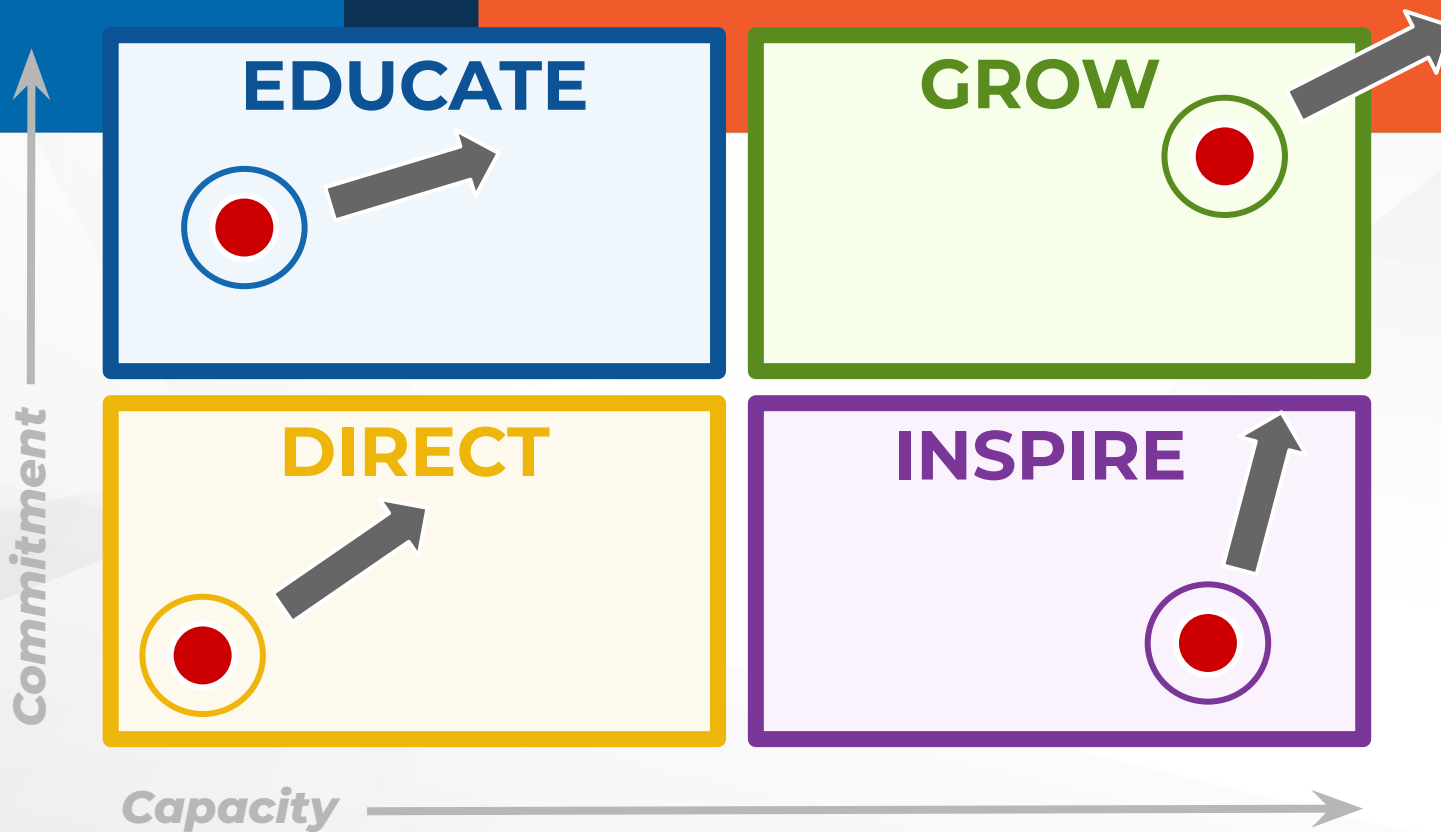
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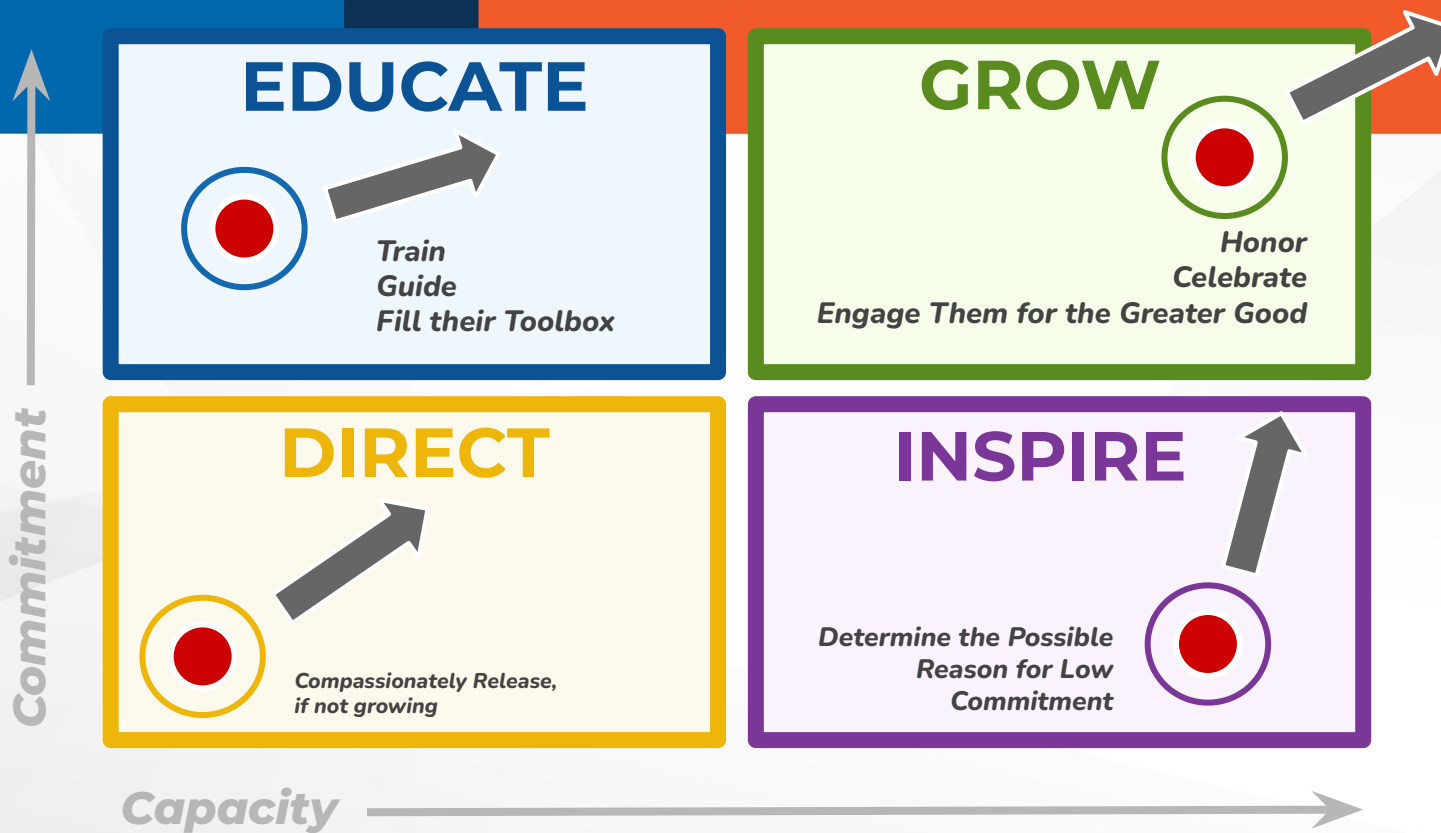
Commitment/Capacity Coaching Quadrant Model



Commitment/Capacity Coaching *Quadrant Model*



Commitment/Capacity Coaching *Quadrant Model*



Commitment/Capacity Coaching *Quadrant Model*



Commitment



Capacity



Considerations:

- How might you “chunk” the coaching to build capacity and increase commitment?
- How might you approach the coaching with compassion, honest questions, and sincere feedback?
- What does the coachee need from you to build capacity and increase commitment?
- Is this work a good fit for the coachee at this time?
- _____
- _____

Commitment/Capacity Coaching **Quadrant Model**

Considerations:

- This is often the most challenging quadrant to coach through.
- Self-reflect as a coach before approaching the situation.
- Ask yourself:
What inspires and motivates them?
(If you are not sure, you may need to find out.)

What might I speak to inspire them?

How might I determine a possible reason for their lack of commitment?

- _____
- _____

INSPIRE

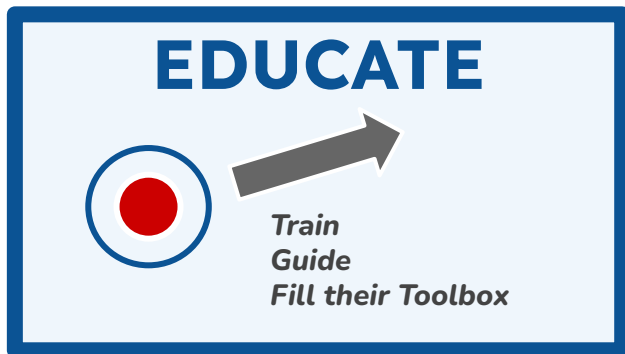
Determine the Possible Reason for Low Commitment



Commitment

Capacity

Commitment/Capacity Coaching *Quadrant Model*



Considerations:

- Be cognizant of areas that would have the greatest impact if you coached through those.
- Don't overwhelm by coaching through too much information, too soon.
- Coach through resources and support needed to address particular areas.

- _____
- _____

Commitment

Capacity

Commitment/Capacity Coaching **Quadrant Model**

Considerations:

- This is what we are striving to achieve for all clients as a coach - high capacity and commitment.
- How might you coach through recognition and honoring value - in a way that honors the coachee's needs, not your own. Everyone wants to be celebrated differently.
- How might you coach through continued growth, as this is not "the end"?
- How might you coach through allowing others to see and learn from this "model"?
- How might you support the coachee in transferring these same skills to others?
- _____
- _____

Commitment

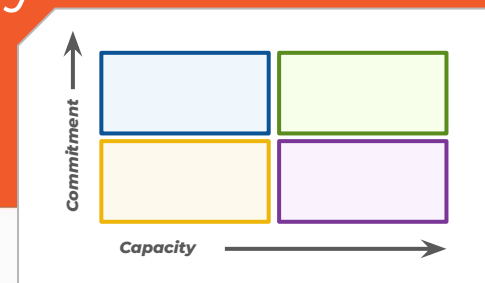
Capacity

GROW

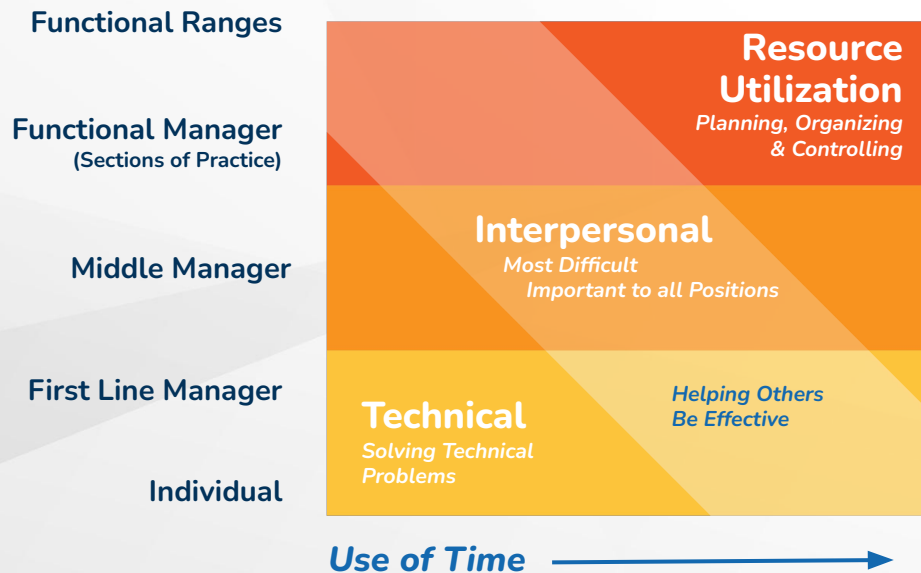


**Honor
Celebrate
Engage Them for the Greater Good**

Connections to the Commitment/Capacity Coaching Quadrant Model



The Farm Gate



LEADERSHIP

See The System:
Present & Future

Invest in the
Change Vision

MANAGEMENT

Be A Talent Magnet

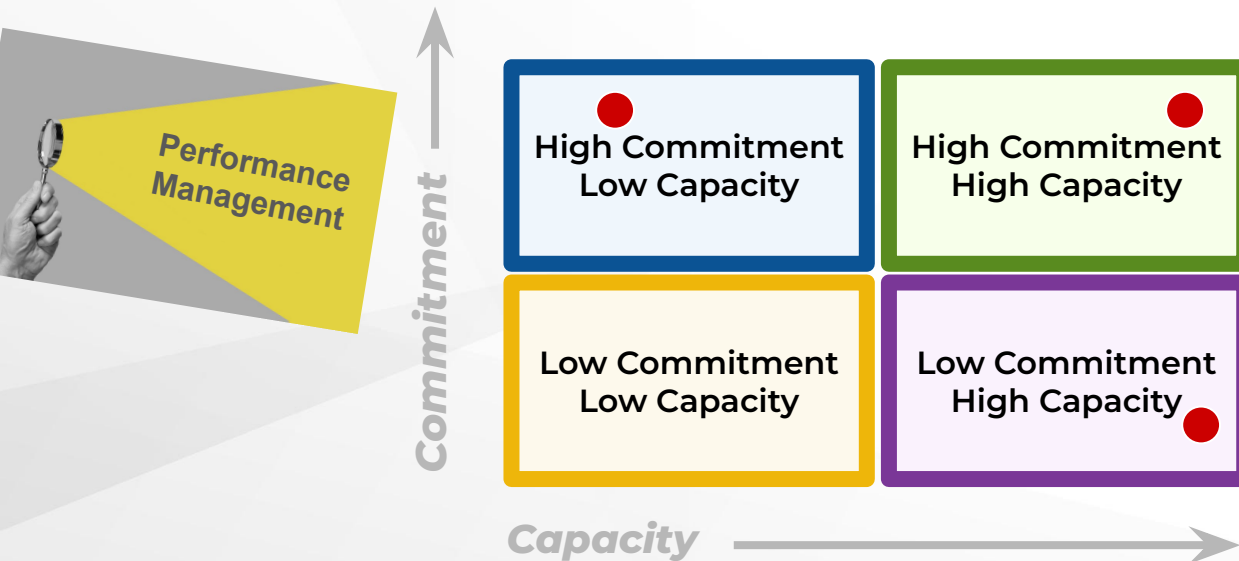
Manage Performance

TECHNICAL

Deeply Know How
Students Learn & Grow

Build Capacity to Deliver a
Great Student Experience

Commitment/Capacity Coaching Quadrant Model



Reflections:

- Consider one or more clients through the lens of a specific topic.
- Where would you “spot their dot” and why?
- What does that mean for you as their executive coach? As you overlap this with the Farm Gate Model, what intentional decisions might you make for your coaching plan?

Executive Coaching

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

