

Executive Coaching

Professional Learning

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

Jan. 23, 2025

The Art of Coaching



Welcome

Livin' the Best Life!

Celebrations!



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

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.

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.



Learning Objectives

By the end of this session, I will:

- **Understand** additional specifics regarding V V R.
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- **Explore** the *Important versus Urgent Matrix* as a coaching tool.
- **Be able to** practice coaching in a safe space using a real-world situation.

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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Homework Review

We invited you practice V V R and to put calendar reminders for this practice, being prepared to speak to this “waxing on” today.



Reflective Feedback

V V R



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Adult Learning



- Learning requires effort
- Once we learn something, we might have to change our mind
- Changing our mind shifts how we see the world, and that can be unsettling
- Change feels risky

The most difficult part of adult learning is choosing to learn.

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Seeing Clearly

Professional Executive Coach

Focus on Individual Growth: Primarily emphasizes the personal and professional development of the executive, enhancing their self-awareness, leadership skills, and decision-making capabilities.

Neutral and Non-Directive Approach: Acts as a thought partner, asking probing questions and providing a reflective space.

Competency-Based: Centers on developing core competencies such as emotional intelligence, strategic thinking, and communication, irrespective of a specific situational context.

Process-Oriented: Uses structured coaching frameworks and methodologies, ensuring consistency and adherence to professional coaching standards.

Long-Term Development: Focuses on sustainable, broad-based leadership development rather than solving immediate, situational challenges.

Professional Executive Coach to Guide Clients through “Something”

Situational and Contextual Focus: Tailors coaching specifically to the challenges or opportunities presented by the change initiative or other situational needs.

Action-Oriented: Emphasizes tangible outcomes, helping the executive navigate specific steps, decisions, and leadership behaviors required for success in the given context.

Outcome-Based: Measures success by the executive's ability to achieve specific goals tied to the change initiative, such as stakeholder alignment, successful implementation, or cultural shifts.

Advisory Role: If needed, may “shift the sand” to combine coaching with elements of mentoring or consulting, providing expertise and recommendations relevant to the situation, such as strategies for driving change or managing resistance.

Time-Bound Engagement: Often operates within a defined time frame aligned with the scope of the initiative, focusing on immediate challenges and solutions, aligned to broader, ongoing development.

Executive Coaching Partnership Agreement



Coach's Name

Coachee's Name

Date

*This **Executive Coaching Partnership Agreement** serves as a foundational framework for the coaching partnership between an executive and an executive coach. It is essential to acknowledge that this document is a sample, intended to outline the general guidelines and expectations of the coaching engagement. Recognizing the importance of adapting this contract to align with the specific needs, goals, and expectations unique to the coaching relationship, both parties should agree to engage in open and transparent communication throughout the duration of the coaching partnership. By entering into this agreement, the executive and the executive coach commit to fostering a collaborative and constructive partnership aimed at achieving the desired professional development outcomes outlined by the client.*

Coach's Responsibilities

Establishing a Coaching Relationship: The coach will create a safe, confidential, and non-judgmental coaching environment, where the coachee feels supported, respected and empowered.

In practice, this looks, feels, and sounds like:

COACH

COACHEE

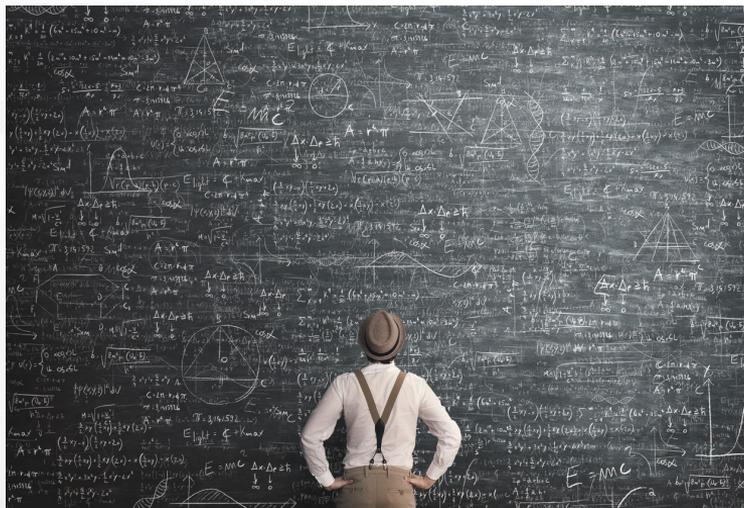
How might all or portions of this agreement build trust with your district leaders?

When might be the ideal time to introduce this and why?

How might this help to address the elephant in the room?

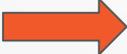
Regarding the Elephant in the Room

“You don’t have to know everything. You simply need to know where to find it when necessary.”



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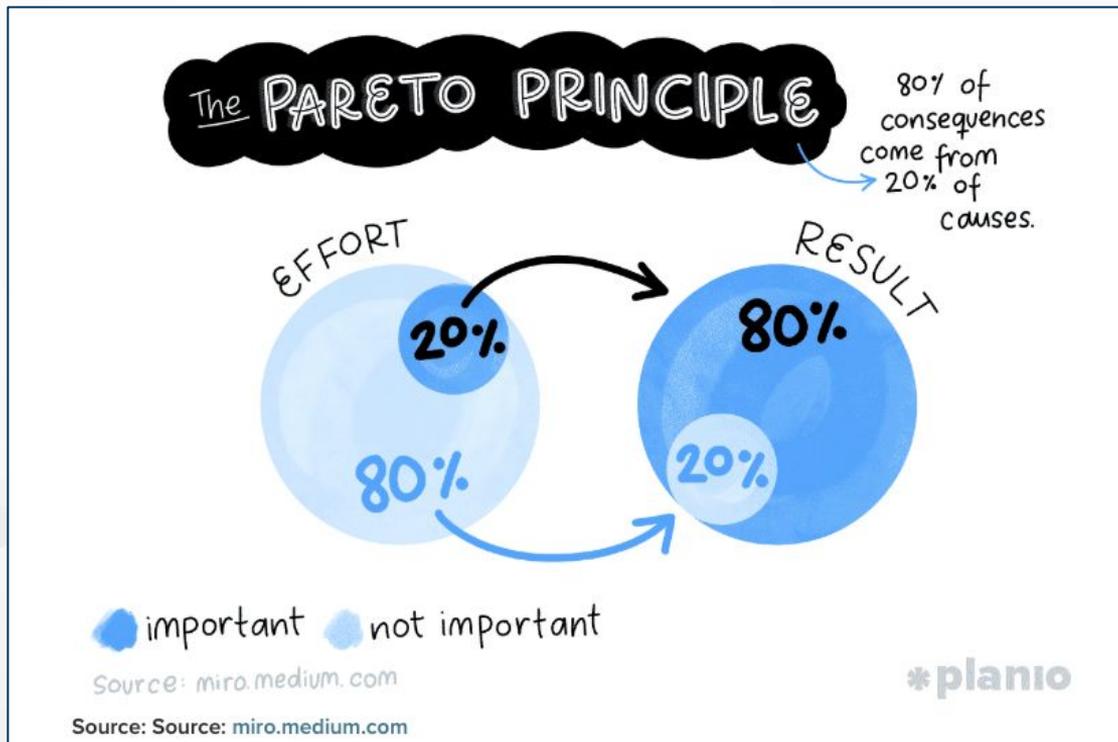
Important vs. Urgent

Important vs. Urgent

	Urgent	Not Urgent								
Important	 Quad I	 Quad II								
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80/20 Principle

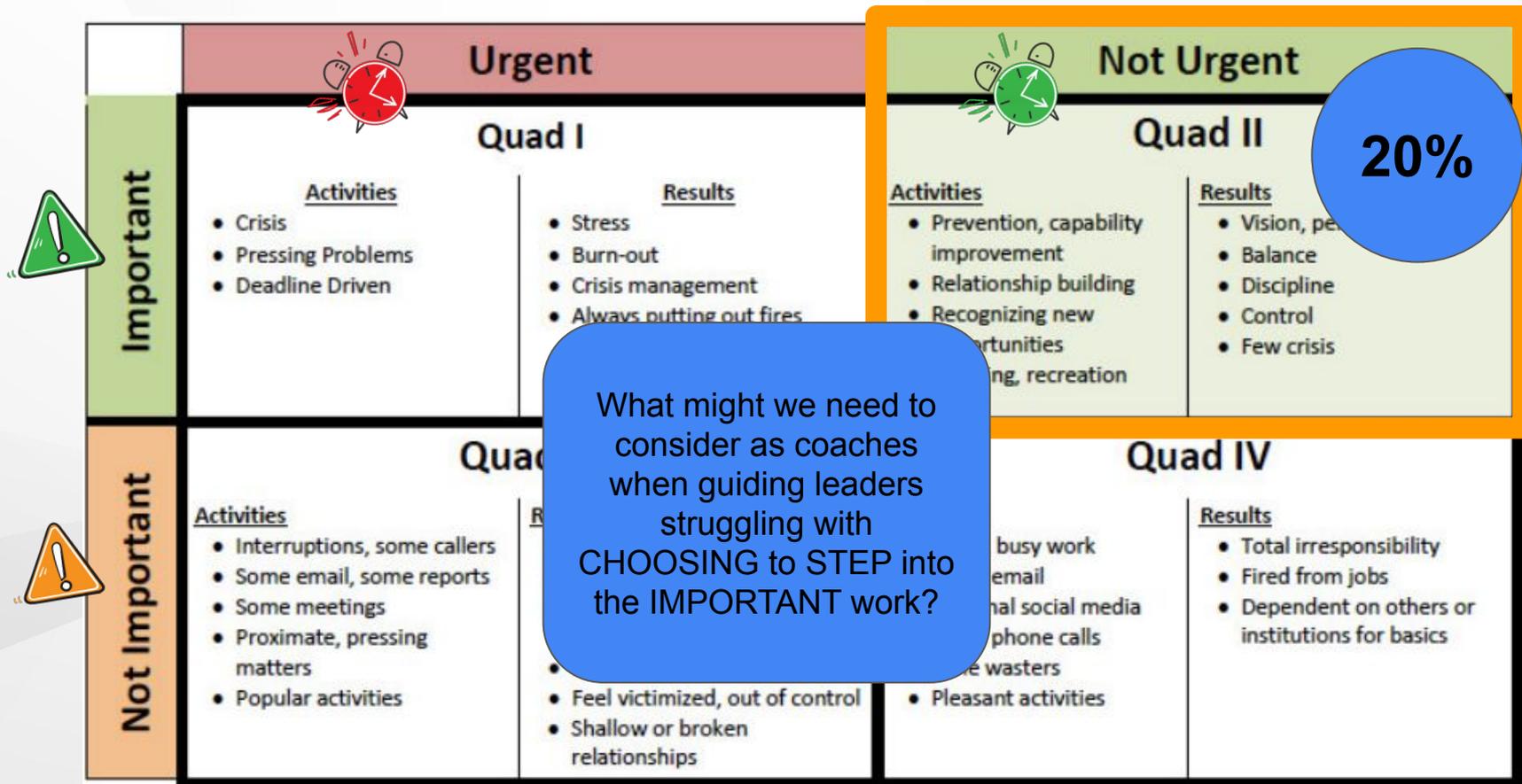


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20%

Important vs. Urgent



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Coaching Practice

Scenario Context:

One – AASI Coach

One - Observer. Be prepared to provide V V R.

One – Superintendent/DCSI

The DCSI continues to cancel meetings, sharing the “busy-ness” of the time of the year. The next meeting is on the calendar and you want to elevate the importance and value of this work.

Let's step into the coaching conversation,
with that intent and purpose in mind.

Watch Fors:

- **Effective coaching strategies** David employs to guide Christine toward an effective review of her performance.
- **Key reflective questions** used
- **Other effective coaching techniques** used
- Additional ideas

Reflection Sequence: Observer (VVR), Coach, Sup't



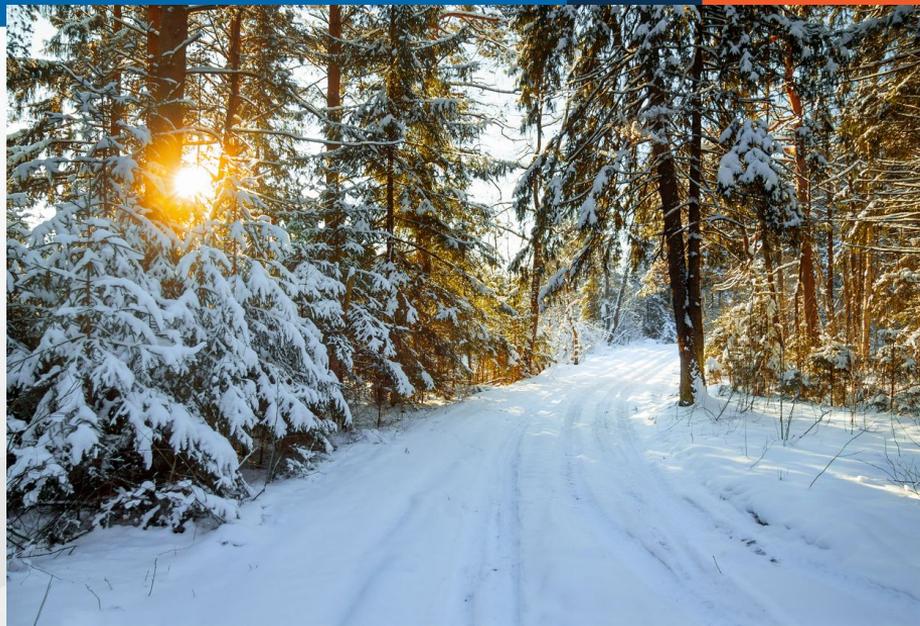
Homework

What are you going to wax on between now and our next session?

Be prepared to speak to this “waxing” in our next session.



Our Next Run

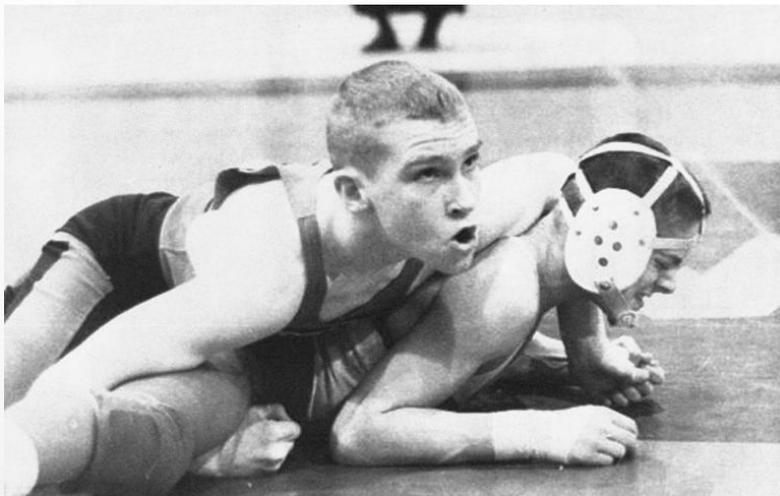


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Next Steps...

Dan Gable



“How important is it to you?”

Executive Coaching

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

