

Introduction to Coaching - Exploring Alignment

Work Out - 18/11/09

Agenda

- Interview with Simon
 - Issues highlighted in our first session, highly relevant to many coaching sessions in the business world, particularly around congruence & alignment
- What is coaching & a coaching style?
- Personal, Performance & Career Congruence
- Finding congruence & alignment for ourselves

1) What is Coaching?

“Coaching is unlocking a person’s potential to maximise their own performance” (Timothy Gallwey, Inner Game of Tennis)

“Coaching is not merely a technique to be wheeled out and rigidly applied in certain prescribed circumstances. It is a way of managing, a way of treating people, a way of thinking, a way of being” (Sir John Whitmore)

Coaching raising self-awareness through:

- Listening
- Powerful questions
- Challenging

It is:

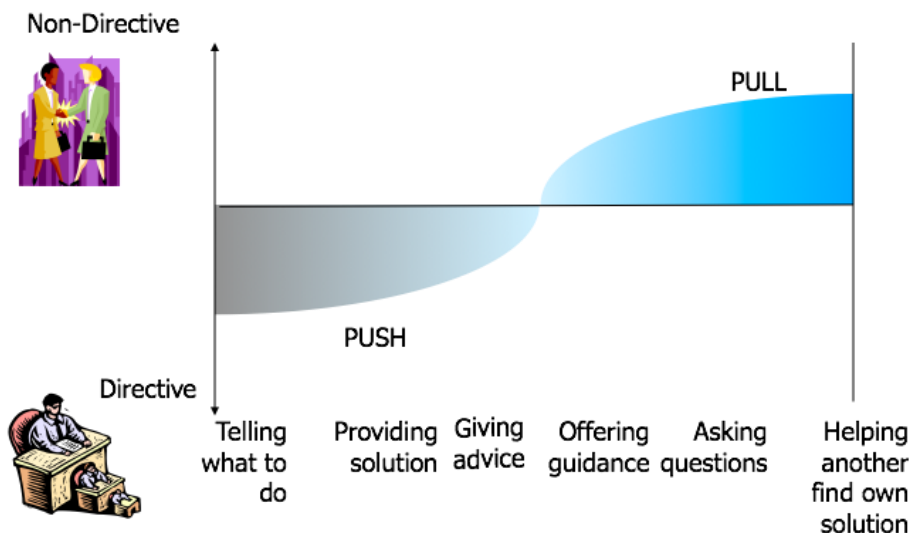
- Non-judgmental
- Confidential

Expecting people to take responsibility for their own thoughts, behaviours and feelings

- Goal oriented
- Actions
- Personal Commitment
- Accountability

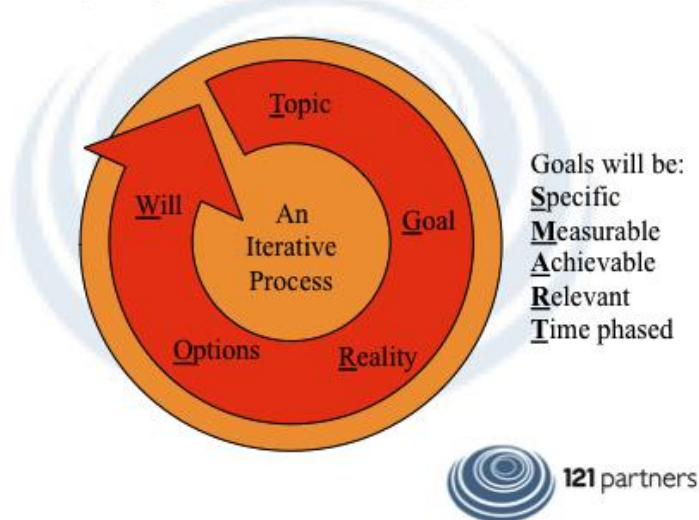
Recommend “Coaching for Performance” book by Sir John Whitmore

2) Coaching Style



3) Coaching model & core skills

The TGROW Method



Goal setting
Listening
Powerful questions

4) Coaching topics - theme of congruence/alignment

4.1) Personal Coaching

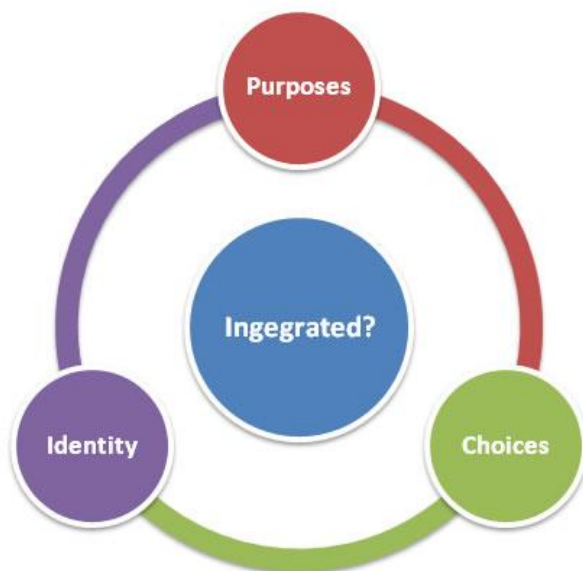


Diagram from Get a Life, Winning Choices for Working People (Paul Valler) - Great summary of the kind of topics that can come up in personal coaching.

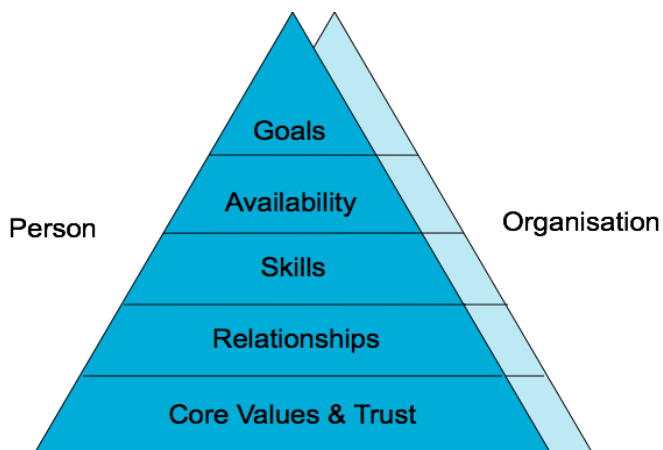
Developing balance/congruence between purpose, identity & personal choices helps to create Integration/'Shalom'

4.2) Business performance coaching & programmes



Can be viewed from the perspective of personal/team/business congruence

4.3) Leadership development/Career Programmes



Exploring congruence between individual and current/potential organisation

5) Finding Congruence / Shalom

Personal experience of the 'Ultimate Coach' in prayer

At your table:

What congruence/alignment questions are coming up for me?

How might a coaching style influence our prayer partnerships?

*Carry each other's burdens and in this way you will fulfil the law of Christ (Galatians 6:2)
For where two or three come together in my name, there am I with them (Matthew 18:20)*

Paul Barker
18/11/09