1

Coaching for Commitment





1 hour, 30 minutes

My Coaching Definition

Name	
A cartoon character that	represents me is:
My Definition o	f Coaching
Be brief and succinct!	
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	74.50
Copy your definition or	nto a sticky note and place it on the "My Coaching
Definition" easel pad.	



How many years have you been coaching based on your definition?

Shared Definition of Coaching

Coaching is all about the person being coached (PBC)!

Successful coaching is a conversation of self-discovery that follows a logical process and leads to superior performance, commitment to sustained growth, and positive relationships.

Coaching Is. . .

Coaching Is	Coaching Is Not
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MY CURRENT	Γ COACHING CULTURE
	r perceived by my team and in my organization?

Great Expectations

During this workshop, you will have the opportunity to. . .

- Get **involved** by understanding the various roles you play when interacting with others.
- **Discover** ways to be more effective in the coach role, and how to gain commitment from the person being coached (PBC).
- Commit to Creating a Coaching for Commitment Culture.



Just as coaches who live and breatne coaching must sometimes make a conscious shift to a non-coaching role when dealing with others, non-coaches and new coaches alike must make a similar shift in thinking like a coach before approaching a coaching conversation.

This workshop may change the way you have always thought about coaching!

Coaching for Commitment

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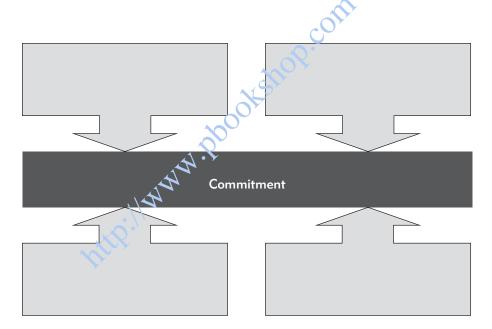
Commitment, like motivation, is not something that you can observe directly. You infer that it exists because of what people do. We say that people are "committed" when they demonstrate over and over again their determination to do their best and their unwillingness to give up in the face of obstacles. Committed people in organizations are tied intellectually and emotionally to the values and goals of the organization. Committed people know what they are doing, and they believe that what they are doing is important. People cannot become committed to what is vague or trivial.

UNDERSTANDING HOW COACHING BUILDS COMMITMENT

People tend to become fully committed to do their best all of the time to the degree that they

- Are clear about core values and performance goals
- Have influence over what they do
- Have the competence to perform the jobs that are expected of them
- Are appreciated for their performance

CRITICAL CONDITIONS FOR BUILDING COMMITMENT





Having Influence

Being Clear

Clear about the organization's core values and its primary goals. When people are clear about the organization's values and goals, they can align their work to these goals, which in turn provides role clarity and a sense of belonging.

Ambivalence and confusion are the enemies of commitment. Knowing what the real values and goals of an organization are provides members a framework within which a vast variety of behaviors is possible.

Having Influence

Encourage people to exercise influence and explore and analyze the various problems they must solve at work and with their relationships with others. Every person in an organization is presented countless opportunities to influence others. This behavior needs to be encouraged It takes discipline to encourage people to exert influence.

Being Competent

People do not naturally want to fail, but they will often try to avoid the tasks that they think they cannot do. If you want commitment from people, you must ensure they have the tools, resources, ability and willingness to succeed in their jobs. Two elements must be addressed when building competency in others: (1) You must ensure that people have the knowledge, skill, experience, tools, and resources to perform and (2) You must ensure that people have the confidence to perform. Coaching accomplishes both of these.

* Feeling Appreciated

Commitment

Everybody needs to feel appreciated. For what they do, say, think, feel, you name it. Appreciation is shown by the words people use and the behaviors they display to others. When someone feels that his or her ideas are appreciated, he or she will be more committed to them.





Overall Goal

BUILDING COMMITMENT THROUGH COACHING

Coaching for Commitment

Coaching is not a secret or a weapon and it is not something you do "to" people. It is something you do with people. Coaching is considered successful when people commit to their own ideas and put their words into action. More than that, your goal as a coach should be to commit to modeling the art of coaching through the use of the techniques and skills presented in this workbook. Imagine the power of many coaches working together to build commitment to sustained growth and superior performance.

Temperature Check

Current Reality: Use a 1 to 3 scale to answer the following questions.

1 = not committed at all 2 = somewhat committed 3 = totally committed

Current Reality	Ideal State (Where should it be?)
1 2 3	1 2 3
1 2 3	1 2 3
1 2 3	1 2 3
1 2 3	1 2 3
1 2 3	1 2 3
1 2 3	1 2 3
	1 2 3 1 2 3 1 2 3 1 2 3 1 2 3

Ideal State: Where do you think the level of commitment should be for each?

Action Plan: What is your part in maintaining the current level (if above 1) or achieving a higher level? How can you influence others?

My Turn

My biggest learning from this module was
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