

Welcome to
Coaching
Resonant
Leaders!

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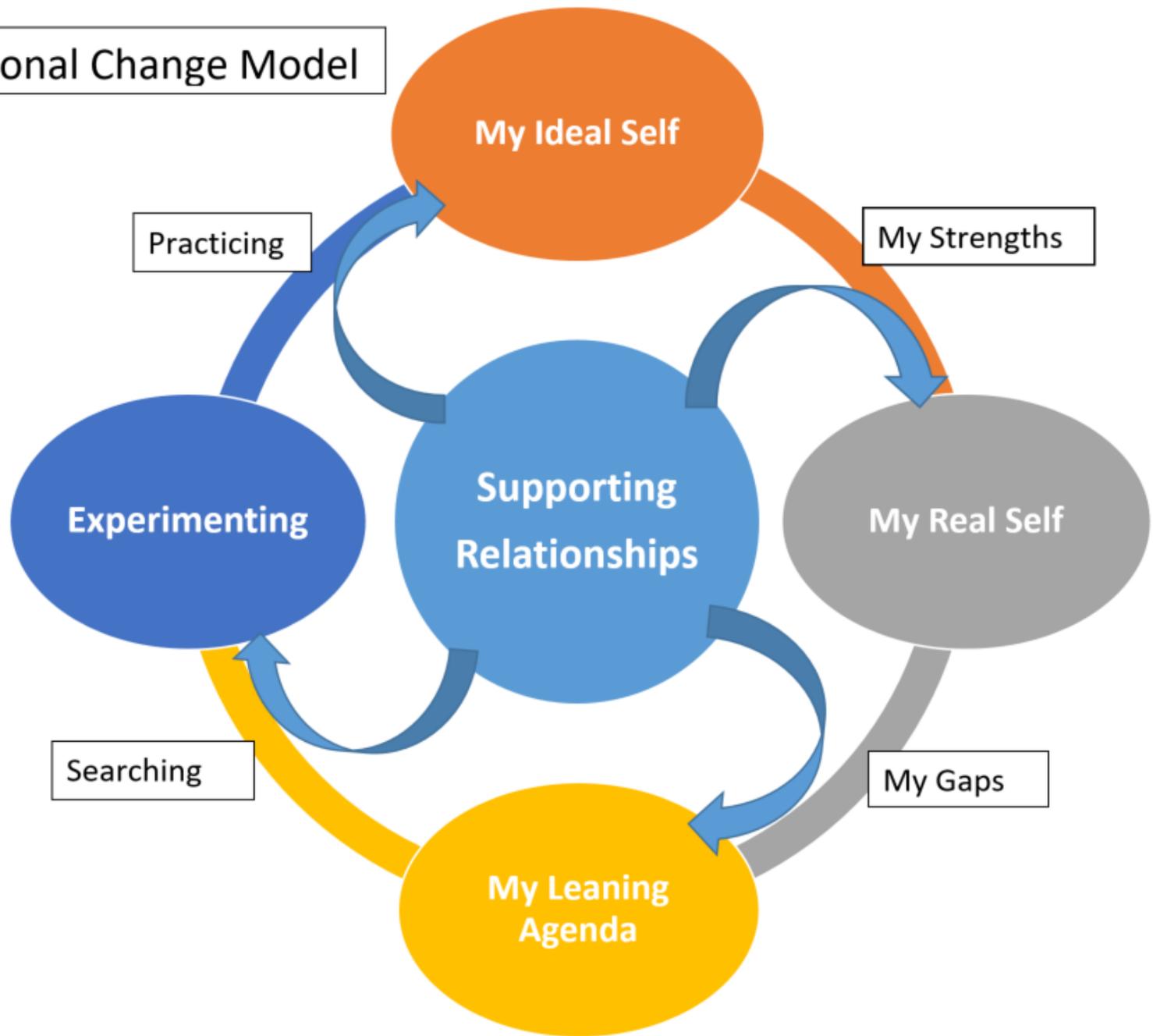
Child Welfare Academy
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Why Coaching?

- Why am I a coach?
- What is the philosophy that underscores my coaching approach (based on the above answer)?
- Where & when did the philosophy originate? Who inspired/role modeled it?
- How does my philosophy contribute to my coaching approach?
- How does this relate to the values of the leaders you coach?

Intentional Change Model



Resonance

- The positive collective energy that is present among people in a group. It is the sense of unity of purpose and connectivity. With Resonance there is a sense of openness and awareness of something larger than themselves.
- Our ability to connect with others through our heads and our hearts.



Resonant Leadership

Resonant leaders use emotional and social intelligence skills to renew themselves, create positive relationships, and foster a healthy, vibrant environment to engage others toward a common goal. They do this through mindfulness, hope and compassion.

What does a resonant leader look like?
How does that make people feel?



Leading and Coaching From the Heart

A Parallel Process for ALL Relationships:

- Please don't make me wrong, even if you disagree.
- Hear and understand me.
- Tell me the truth with compassion.
- Remember to look for my loving intentions.
- Acknowledge the greatness in me.



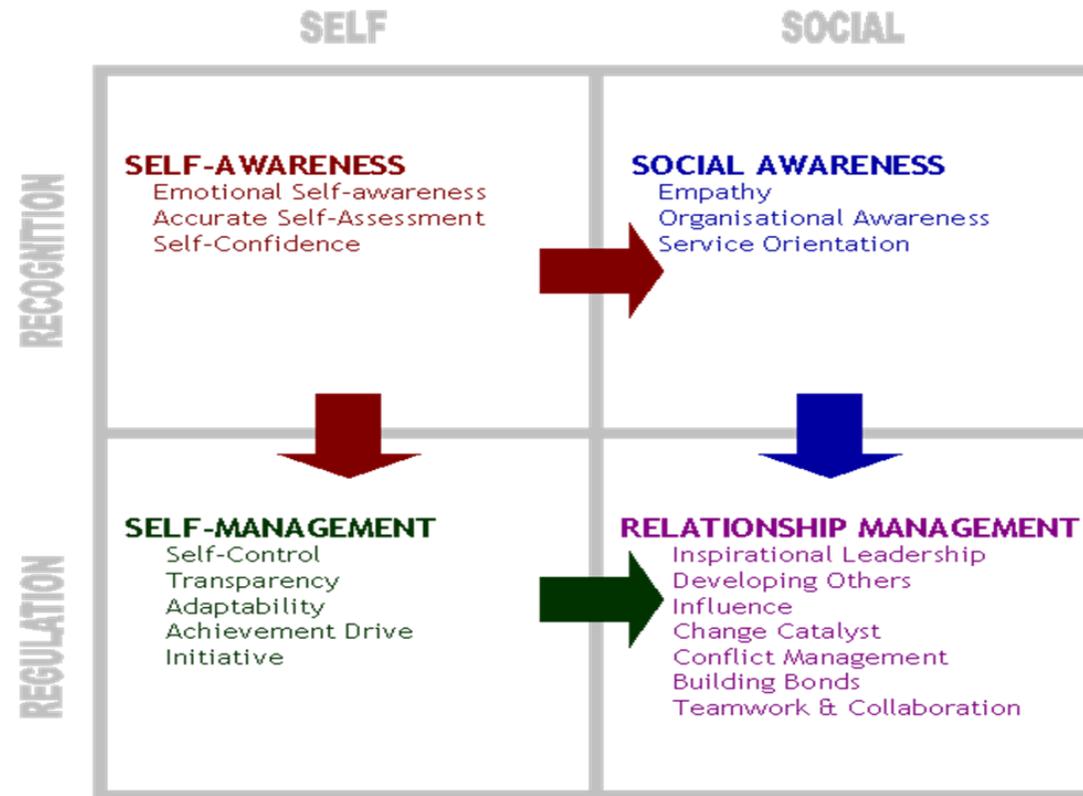
Coaching to Lead from the Heart: Emotional Intelligence

- “EI is the ability to:
 - Recognize, understand and manage our own emotions
 - Recognize, understand and influence the emotions of others
- In practical terms, this means being aware that emotions can drive our behavior and impact people (positively and negatively), and learning how to manage those emotions – both our own and others – especially when we are under pressure.”
 - The Institute of Health and Human Potential

Emotional intelligence is being
smarter with feelings.



EI



How do you coach to each quadrant?

What have I
learned so far?
Lifeline
Reflection

On your career/ life history, note:

- Important events
- Transition Points
- Highs and Lows
- Prouds and Sorries



Real Self

- What are your strengths and gaps in the context of coaching towards leadership?
- How as a coach/leader do you impact others?

Ideal Self

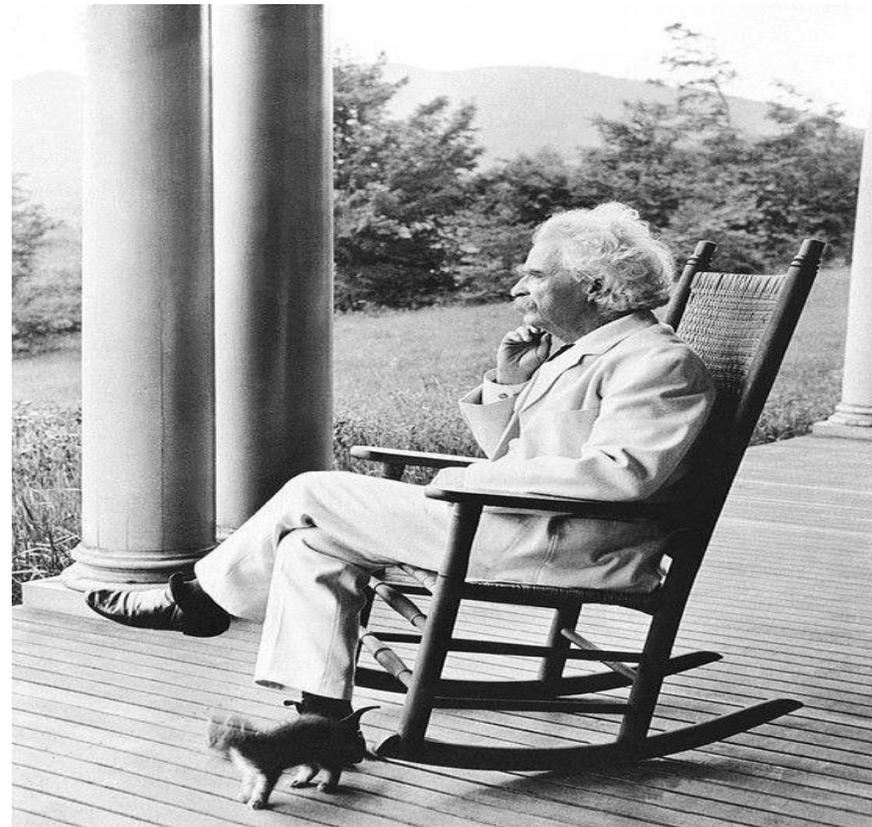
- My Dreams and Images of my desired future
- My Passion, Calling Purpose and Legacy
- My Values and Philosophy

My Personal Vision

- A meaningful vision of ourselves and our future
- Who could I be if I were at my very best?
 - In life
 - In work

My Learning Agenda: Goal setting

- First:
 - Connect with what is most important and to who we are
 - A personal vision



Personal Values



- What role do our personal values have on our ability to:
 - Coach?
 - Supervise?
 - Lead?
 - Work with families?

Coaching Missteps



Evaluation

- How are you doing as a Coach? Evaluating yourself
- Core Competencies:
 - 1. Setting the Foundation
 - 2. Co-creating the Relationship
 - 3. Communicating Effectively
 - 4. Facilitating Learning and Results
- <https://www.coachfederation.org/>
- <http://www.teleosleaders.com/>

Questions?

