

Leadership
Development

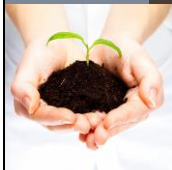
Inspiring Future Leaders

What does a leader look like?



I FOUND ONE!
Now What?





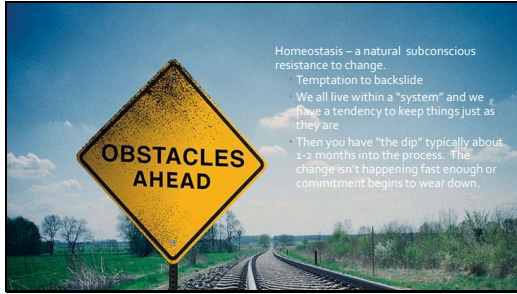
- Rotate through different projects
- Mentoring Program
- Buddy System
- Feedback - Coaching



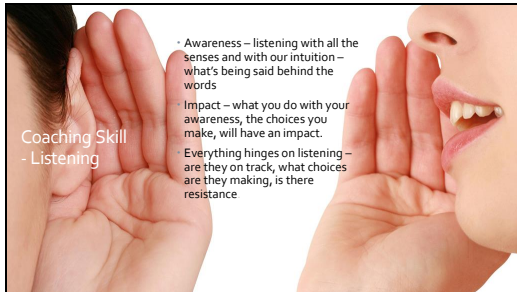
- It's about
 - Discovery
 - Awareness
 - And, Choice
- A belief that every situation has possibilities and that people really do have the power of choice



- What does the Coach do?
- Hold people accountable and keep them moving forward toward their goals.
- Tell the truth, the absolute truth.
- Acts as an agent of change.



- Homeostasis – a natural subconscious resistance to change
 - Temptation to backslide
- We all live within a “system” and we have a tendency to keep things just as they are
- Then you have “the dip” typically about 1-2 months into the process. The change isn’t happening fast enough or commitment begins to wear down.



Coaching Skill
- Listening

- Awareness – listening with all the senses and with our intuition – what’s being said behind the words
- Impact – what you do with your awareness, the choices you make, will have an impact.
- Everything hinges on listening – are they on track, what choices are they making, is there resistance



- Keep them Open-ended
 - What, Who, Why
- Keep them Advice-Free
 - They know the problem better than you
 - “What’s the best solution to this in your mind?”
 - “What would it take to make that happen?”
- Keep them Short and Simple
 - Stay curious



- Keep them Thought-Inspiring
- How can they look at the problem differently
- Keep them Forward-Focused
- Don't get caught up in rehashing old events
- Move forward – Don't get stuck in venting mode
- People need to complain before they can create so allow a few minutes, acknowledge and move to problem solving



They won't all make it –
you're never finished
