Co-Active Coaching

Presented by Steve LePage
Co-Active Coaching

New Skills for Coaching People Toward Success In Work and Life
Get to the Core

Not About:

Solving Problems
Improving Performance
Obtaining Goals
What is it About?

Discovery
Awareness
Choice
Empowering People
A Conversation

Unspoken Ground Rules

- Respect
- Openness
- Compassion
- Empathy
- Speaking the Truth
A Conversation

Assumptions
Strength
Capability
Doesn’t Assume
Weakness
Helplessness
Dependence
A Conversation

Small Portion of Book

For Those That Want To:

Expand Knowledge

Develop Abilities
Co-Active Coaching Outline

The Four Cornerstones
The Dealers Agenda
The Five Contexts
The Coaches Role
Conclusion
The Four Cornerstones

The Dealer is Naturally
Creative
Resourceful
Whole

The Dealers Agenda
Dancing in the Moment
Addresses the Dealers
Whole Life
Naturally Creative

The Dealer:
Doesn’t Need “Fixing”
Believes in Experts
Has the Answers
Naturally Creative

The Dealer:
Naturally Creative
Capable of Finding Answers
Naturally Creative

The Dealer:
Naturally Creative
Capable of Finding Answers
Co-Active Coaching Outline

The Four Cornerstones

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The Five Contexts

The Coaches Role

Conclusion
Setting the Agenda
Set by the Dealer
Don’t Lose It
Co-Active Coaching

Dancing in the Moment
Constantly Choosing
Aware of Shifting
Currents
What Showed Up
Be Flexible
Respond to the Agenda
Change Course
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Addressing the Whole Life
Stating the Obvious

Addressing the Whole Life

Decisions are Interconnected

There are Ripples
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The Dealers Agenda
Designed Alliance

Client’s: Fulfillment, Balance, Process

- Listening
- Curiosity
- Intuition
- Self Management
- Forward / Deepen
Heart of the Model

The Client’s Agenda

Look at it two ways:

Big Picture – Or “Big A”
Specific Issues – Or “Little A”
Fulfillment
- Always Intensely Personal
- Outward Measures of Success
- Great Job
- Money
- Certain Lifestyle

Balance

Process
Fulfillment
Always Intensely Personal
Outward Measures of Success
Great Job
Money
Certain Lifestyle

Balance
Lots of Options
People Seem Resigned
Making Choices

Process
Fulfillment
Always Intensely Personal
Outward Measures of Success
Great Job
Money
Certain Lifestyle

Balance
Lots of Options
People Seem Resigned
Making Choices

Process
Always in Process
Graceful or Frantic
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The Five Contexts
The Five Contexts

- Listening
- Intuition
- Curiosity
- Forward & Deepen
- Self-Management
Listening For:
Vision
Values
Purpose
The Five Contexts

Powerful Gift
In Background
Hunch
Gut Feeling
Curiosity

Ask Questions

Be Curious

Very Powerful!
Forward and Deepen

Two Forces
Action
Learning
Don’t Just Increase Speed
Self-Management

Get Out of the Way
Set Asides
Don’t Need
To Be Right
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The Coaches Role in the Model
A Catalyst for Change

Serve the Dealer’s Higher Purpose
Co-Active Coaching Outline

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The Coaches Role
Conclusion
COACHES
Please clean-up
before leaving.
Striking Experience
Grow Trust
Listening is a Talent
Learn and Develop
At what level do you listen?

Listening
Listening
We Listen to Words
We Disconnect
What We Say Next
Masterful Listening
There is Action!
Listening

Two Aspects of Listening

Awareness

What We Do
Listening

Imagine Your Fencing

You Respond

You Recap and Review

Listening is not Passive
Level One
Aware of Ourselves
Personal Meaning
One Question
Dealer: The new house is a mess. I’ve got boxes everywhere. I can hardly get from the front door to the bathroom – and I’ve got the biggest proposal of my career to finish by Friday.

Coach: I went through the same thing last year. The key is to make sure you’ve got your long-term vision in sight.

Dealer: That’s sort of a dilemma. Because I did so many events last month, my wife’s past the point of patience. I’m really not pulling my weight at home.

Coach: That’ll work out. The mess is temporary. Don’t let it distract you from the real issue – maintaining momentum.
Level I Dialogue Example (con’t)

**Dealer:** This feels like more than a little distraction.

**Coach:** I’m sure you can explain why this is so important. In the meantime, let’s get back to planning the activities for our next event.

**Dealer:** Okay, if you are sure….
Level Two
Focused Listening
Sharp Focus
Awareness is with the Dealer
Level II Dialogue Example

**Dealer:** The new house is a mess. I’ve got boxes everywhere. I can hardly get from the front door to the bathroom – and I’ve got the biggest proposal of my career to finish by Friday.

**Coach:** How important is it to get settled at home? This is the most productive time you’ve had in your business since you started.

**Dealer:** I know, but if I don’t help out with moving in, I could be living solo soon, if you know what I mean. My wife did nearly all the packing last month while I was attending events.
Level II Dialogue Example (con’t)

**Coach:** How can you deal with the situation at home – and still maintain your momentum with your AMSOIL business?

**Dealer:** I could clone myself.

**Coach:** I can see this is a real dilemma. You’ve got values to honor in more than one important area of your life. Let’s look at some options. Would that be useful?

**Dealer:** Yeah. Good. Frankly, I was starting to feel trapped – like there was no way out.
Level Three

Center of the Universe
All Senses
Think Radio
Be Open
Level III Dialogue Example

**Dealer:** The new house is a mess. I’ve got boxes everywhere. I can hardly get from the front door to the bathroom – and I’ve got the biggest proposal of my career to finish by Friday.

**Coach:** How important is it to get settled at home? This is the most productive time you’ve had in your business since you started.

**Dealer:** I know, but if I don’t help out with moving in, I could be living solo soon, if you know what I mean. My wife did nearly all the packing last month while I was attending events.
Coach: It sounds like this is a more important issue than just some boxes to unpack. I get the sense that you’re packed as tight as some of those boxes.

Dealer: Is it that obvious?

Coach: You just don’t sound like the Steve I’m used to talking to. You sound trapped.

Dealer: That’s what it feels like – and with no way out. Cornered. In my relationship and my work.
Coach: What do you want to do about that?

Dealer: What I’ve been trying to do is step around it, or over it, and that doesn’t seem to be working. I guess it is time to sit down and work it out - unpack it all, so to speak.
The Coach is Listening

Everything Hinges on Listening

Are They On Track?

The Entry Point
The Coach is Listening
Listen
Learn
Forward and Deepen
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Conclusion