

WELCOME!

The
COACHING
Workshop

FOR CHRISTIAN LEADERS

BASIC INTRODUCTION TO COACHING
6 hours

TAMI THORSEN
FACILITATOR

22
hours

1

2

Workshop Overview & Objectives

Know, Understand, effectively INTEGRATE
Coaching Skills/Mindsets

vs.

Become a professional Coach

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Workshop Overview & Objectives

What questions do you have?

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What I Want to Learn Manual 1

- Write your thoughts.

??
What makes this important to you?
??

??
What makes this important to others?
??

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Ways of Ministering and Working Manual 2

- Define: supervision
- Define: discipleship
- How might you **contrast** being **directive with** being developmental?
- When is it appropriate or necessary to be **directive**?
- How do you balance the need to **develop** people and to get things **done**?

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Ways of Ministering and Working

This training seeks to help you do each of these **roles better, not replace** them with coaching...

Counseling:
Looking at the past; dealing with the past (unhealthy status)

Mentoring:
Having expert knowledge/advice to pass down to another

Coaching:
Helping another in the process of discovery, growth/development, according to the **coachee's agenda**

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LISTENING and... Asking vs. Telling Manual 3

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Asking vs. Telling Manual 3

I tend to listen but draw out more from the speaker by **ASKING** questions

← 1 ————— 10 →

I tend to listen with anticipation of **TELLING** others what/how to do something

- **Disadvantages to telling**
- **Advantages to asking**

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Definition of Coaching Manual 4

Coaching is an on-going intentional conversation that empowers a person or group to fully live out God's calling.

Coaching is an **on-going intentional conversation** that empowers a person or group to **fully live out God's calling**.

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Holy Spirit Manual 4

↑

Coachee

"But the Counselor, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you."
John 14:26

Coaching Assumption #1:

The Holy Spirit speaks to people directly through many means.

He is the best source for insights, ideas, strategies, and action points.

Coaches help the coachee to hear the Holy Spirit more clearly and support them to respond well.

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Holy Spirit Manual 4

↑

Coachee

↑

Body of Christ

Coaching Assumption #2:

All people have a holistic calling – being and doing – and may need additional clarity and growth in one or more aspects of their calling.

Coaching Assumption #3:

Coachee-generated insights, ideas, strategies, and action points are most relevant and useful to the coachee who immediately owns them.

Coaching Assumption #4:

By using special communication techniques, tools, and models, coaches can significantly speed up and improve the quality of the coachee's insights, ideas, strategies, and action points.

What do you understand better about the practice of coaching from these 4 assumptions?

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Find and Join God's Work in the Coachee

A basic, and Biblical, assumption of the Christian coach is that **God is already at work in the life of the coachee.**

"Jesus said to them, 'My Father is always at his work to this very day, and I, too, am working.' 'I tell you the truth, the Son can do nothing by himself; he can do only what the sees his Father doing...'" John 5:17, 19b

If Jesus could do nothing by himself, then how much more should we abandon our agendas, strategies, and plans for the coachee and instead join the Father in His work in and through the coachee?

He will continue to work in the coachee, with or without us.
"...He who began a good work in you will carry it on to completion until the day of Christ Jesus." Philippians 1:6

 The key to effective coaching is **both** the coachee and the coach to **understand what God is doing** and **join** His work.

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Manual 5

The Transformational Formula

$$T = (D + A + R)^{HS}$$

The 4 elements:

Discovery

Action

Reinforcement

Holy Spirit

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The COACH Model®

The 4 key elements that facilitate **TRANSFORMATION:**

- Discovery
- Action
- Reinforcement
- **Holy Spirit**



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LISTENING ACTIVELY

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Discussion on Listening

In Chat Box...

- How do you know when someone isn't listening to you well?
- How does it make you feel?
- What do you appreciate about someone listening to you?



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30 minutes to coach
20% of 30 mins? 6 minutes total talk

80/20

Coaching is about drawing out from the coachee and listening to them

How might you level UP your listening % as you serve in your role?

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How to Listen Better

Manual 6

Grow your "Listening Muscle"...

Listen with your **mind**

Listen with your **body**

Listen with your **words**

Listen with your **intuition**

Listen with the **Holy Spirit**

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Clarifying Questions

Manual 8

Clarify Meaning

- What do you mean by ...?

Clarify Desires

- What would it look like if you were ...?

Clarify Thought Process

- What makes you say that?

Clarify Being

- What is happening inside you as you talk?



Help another **think and reflect** more deeply, widely, holistically in order to **gain new awareness & insights!**

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Manual 6

How to Listen Better

Grow your “Listening Muscle” ...

Listen with your **mind**
 Listen with your **body**
 Listen with your **words**
 Listen with your **intuition**
 Listen with the **Holy Spirit**

1. **Choose 2** specific points from your lists that you'd like to work on during this workshop.
2. **Indicate them:** Underline, star*, or highlight
3. **List them** in the chat box




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Listening Practice

- In pairs via “Break-out Rooms,” share around the topic, **“A decision I’ve got to make.”**

Focus on your **listening** skills.

- Share/listen 4 minutes
- Group Debrief
- Share/listen 4 minutes
- Group Debrief




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Listening Group Practice

1. Select a topic from this list and discuss with another person for two minutes, while the rest of the group observes.
 - The thing I like best about this ministry.
 - The most impactful spiritual activity you did so far this year.
 - What you think keeps people from making greater commitment to this ministry.
 - A difficult decision you need to make soon.
2. The person being spoken to is responsible to use good active listening skills (verbal and non-verbal) and ask at least three open questions. The rest of the group observes and gives two minutes of feedback on these points:
 - What verbal active listening behaviors did the listener use?
 - What nonverbal active listening behaviors did the listener use?
 - How many open questions were used?
 - What other question types did the listener use?


Person Observed	Verbal Listening	Nonverbal Listening	# Open Qs	Types of Qs



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Listening Practice Group Debrief

1. **What progress** did you make on your listening practice?
2. **What ways did you notice** the other person listening?
3. **How did your thinking advance** just by having someone listen to you?
4. **When you were listening,** in what ways were you **listening beyond** your normal listening?
5. **What was it like for you to only** listen?
6. **What would you say is the “secret sauce”** to listening well?



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Day 1 Highlights
 Reflect on all you've done today. What did you learn and how will you use it?
 What useful insights or learning did you have today?
 How will you implement your learning back at the workplace or home?

Manual 7

Day 1 Homework:
 Watch Keith Webb's 8-minute explanation of The COACH Model® at <https://keithwebb.com/coach-model/>

Personal Development Worksheet
 Fill in your growth needs using the chart below. Focus on your desires for growth, not someone else's expectations for you. Don't worry if you don't know how you are going to achieve this growth. That will come later. Fill, identify in what ways you want to grow.

Relational		Professional / Career		Leadership	
1.		1.		1.	
2.		2.		2.	
Intellectual		Physical Health		Spiritual	
1.		1.		1.	
2.		2.		2.	
Community Connection		Hobbies / Recreation		Other Growth	
1.		1.		1.	
2.		2.		2.	

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