



Coaching Foundations

WITH LORRAINE HAMILTON

I'm Lorraine,

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Scottish gal based in New Zealand, mother of teenage daughters, author of 3 books including my latest entitled, "Dye Your Hair Purple Sooner", former radio-frequency engineer and lover of tea, cake and Firefly.

Started coaching in 2006 and have loved it from that moment. I now have a multi-six figure coaching business which is entirely location independent and I love that I get to make a living from making a difference



Here's how we'll flow during our time together...

Discover how a coaching relationship and conversation flows

Learn how to form questions that create paradigm shifts for people

What to practice now so you can get a head-start on being a Certified Professional Coach



**The components of a
coaching relationship**



**The Components of a
Coaching Relationship**

C.O.A.C.H.

The Components of a Coaching Relationship

C.O.A.C.H.

- *C is for Comfort.*
- *O is for Origin.*
- *A is for Ambition.*
- *C is for Challenge.*
- *H is for Heart.*

Creating a safe space

What are the client's values/motivators?

What does the client want to be different?

What are the obstacles and challenges?

Encourage and empower



**The components of a
coaching conversation**



**The Components of a
Coaching Conversation**

S.W.I.T.C.H.

The Components of a Coaching Relationship

S.W.I.T.C.H.

- *S is for Suspend Judgement.*
- *W is for What?*
- *I is for Investigate.*
- *T is for Tasks.*
- *C is for Clarity.*
- *H is for Hold Accountable.*

Check yourself and prepare to coach

What is on the agenda today?

Main portion of the session

What is the client committing to?

What has to happen in what order?

What support does the client need to succeed?



The power of listening

Listening

1st

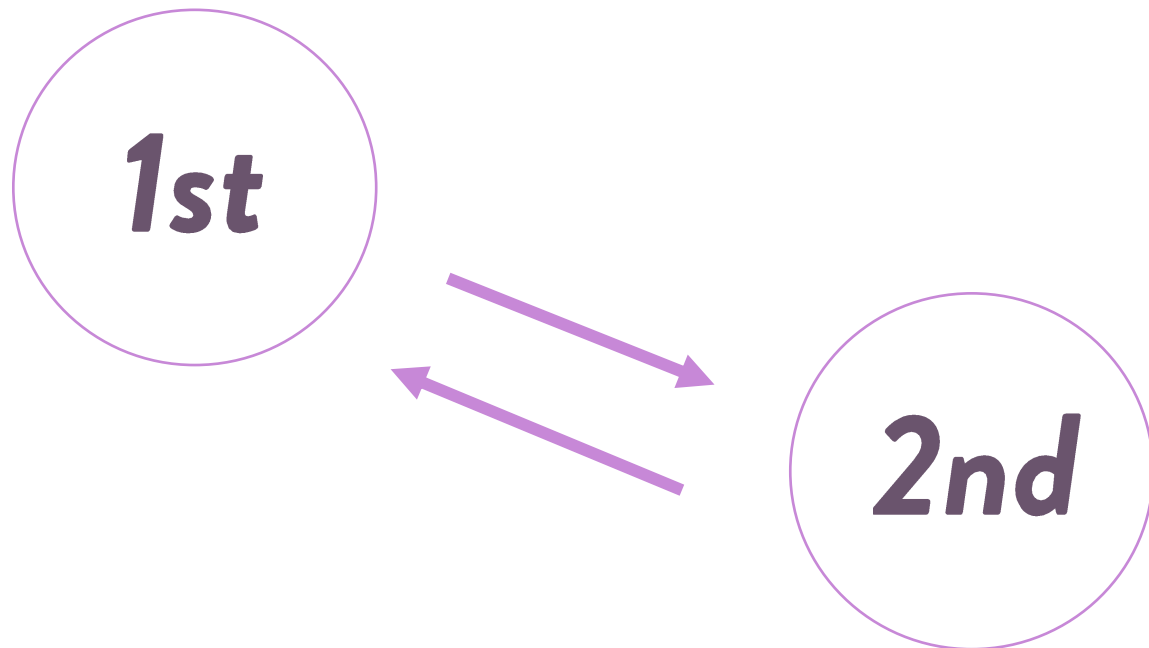
1st Position

First position is listening to find a gap to speak.

Most of us, in normal conversation, are just listening for an opportunity to speak and share our story or our opinion.

We want to share something that we think contributes to the conversation.

Listening



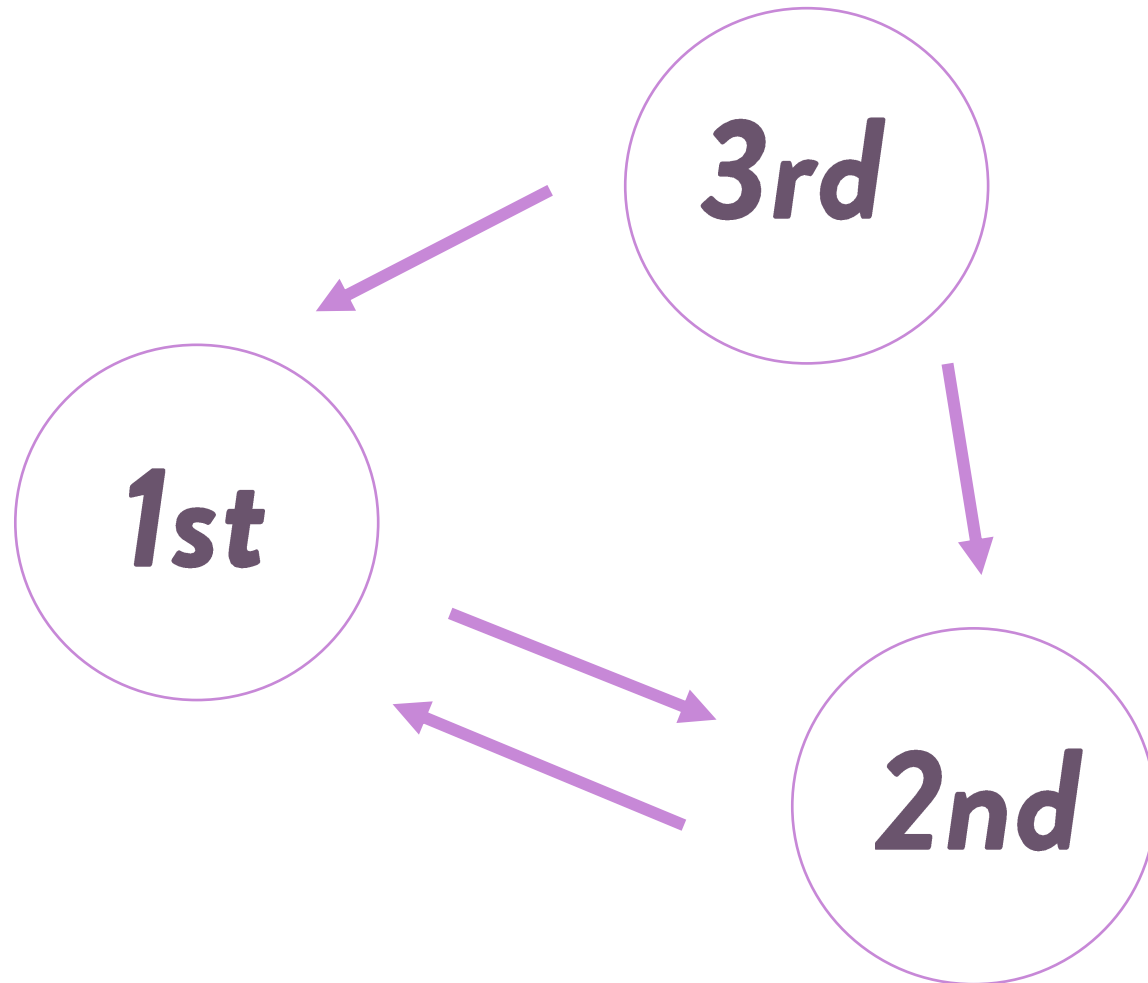
2nd Position

What does the other person want?

What's most important to them?

What are they trying to get from this communication?

Listening



3rd Position

What's the dynamic between coach and client?

What's happening in terms of body language and language patterns?

What are the non-verbal indicators?



Practice

Listening Exercise Round 1

- Working in pairs choose an A and a B. A is the listener and B is the speaker.
- B speaks for 2 minutes on a topic while A listens for the concerns of B (*spoken or in the background*).
- A then reflects back to B for one minute, the concerns that she heard.
- B listens for recognition of really being heard.
- 2 more minutes are spent in sharing and coaching
- Swap roles and repeat

Possible Speaking Topics

Work project

Family

Relationship

Hobby

Starting the course

Work challenges

Favourite weekend activities



Powerful Questions

Powerful Questions

Examples of Powerful Questions

- *What does that [sabotaging] behaviour give you?*
- *Why is that important?*
- *What is more important, [goal] or [obstacle]?*
- *How willing to be uncomfortable are you?*
- *What are you accepting?*
- *What do you need permission for?*
- *What else?*
- *What are you overlooking here?*
- *How would you be different if this wasn't a problem?*

Your examples



Practice

Speak Your Vision Exercise

A speaks for 5 minutes on her vision on a theme of her choice. B listens and coaches A in two areas:

1. To remove all limiting or qualifying language.

I would like to see...

Fairly important

I suppose that...

I might be able to do it..

It would be great if...

I would love that but...

If only....

2. To enlarge the picture and speak expressively.

Can you say that more expansively?

Can you show your enthusiasm with your face and tone of voice?

Can you describe that more fully?

Can you say that in a way that lights you up?

Vision Focus

My ideal coaching business

World Peace

Equality & Justice

My Perfect Team to be part of

My children's future

My brilliant coaching career

My work for the world

3. Swap roles and repeat



Share your vision



Were your expectations met?

What to do next...

Practice

- *Listening from position 2 and 3*
- *Listening through different lenses*
- *Catching yourself and others' minimizing language*
- *Asking questions that help the other person to learn something about themselves, rather than their situation*

Your examples



Final Thoughts & Questions