



The Invisible Realities of Life

Session 7

What is the process of coaching?

- Every journey requires a good map. Coaching is no different. Coaches need an easy framework that helps them understand what needs to be accomplished in the coaching process. Many coaching models are not comprehensive; those that are comprehensive are not simple.
- The coaching process consists of five basic phases. Coaching relationships need to move through each phase and accomplish the necessary outcomes in order to be optimally effective.

Relate: Establish coaching relationship and agenda

- Coaching at its core is about qualities like trust, connection, support, and understanding. Sometimes coaches are tempted to skip over the relate stage in hopes of getting to the heart of things faster and accomplishing more. Don't--that strategy will backfire. Coaching that leaves out the relational element may move through agenda items faster, but will ultimately be ineffective. 90% of the time the people who have the deepest impact on our lives are those we know on a personal level, those who have taken the time to invest in developing a relationship with us. Forming a trusting, growing relationship will exponentially increase the significance and effectiveness of your coaching.

Insights:

- Always remember that change is most often inspired by relationship. Proper attention to the coaching relationship is essential. Try beginning and ending each appointment with a relational component to instill trust, facilitate learning, and enhance results.
- The relate phase of the coaching process focuses on the coaching relationship. Developing the relational bond is vital to every coaching relationship; it sets the stage for the subsequent phases.
- The parameters you set during this phase will determine the course of the future coaching relationship. During this phase the coach is CONNECTING on several fronts, namely the personal, spiritual, and philosophical. Guidelines

for the coaching relationship must be clarified before advancing to the next phase.

Reflect: Discover and explore key issues

- The reflection process helps us figure out where we are. When people get lost in a shopping mall, most will go to a directory and look for the "you are here" sign. You cannot take any steps toward a goal unless you first know where you are starting from. Some point of reference is needed. In a coaching relationship, the reflect stage helps people figure out where they are in their lives and ministries and identify the most significant issues to address.

Insights:

- The reflection process helps us figure out where we are. When people get lost in a shopping mall, most will go to a directory and look for the "you are here" sign. You cannot take any steps toward a goal unless you first know where you are starting from.
- The reflect phase of the coaching process focuses on the situation at hand. Attention is focused on gaining a clear understanding of the factors contributing to a problem, relationship, or issue. This careful reflection then sets the stage for designing action plans.
- Coaches provide probing questions to help their leaders analyze the situation. Leaders gain clarity through understanding the key issues and categorizing them into themes.
- A thorough diagnosis provides accurate information for goal setting. During this phase the coach is PROBING on several fronts to gain discernment in a given context, e.g. the health of a congregation, philosophy of ministry, conflict, etc. Any data retrieved must be succinctly identified before advancing to the next phase.

Refocus: Determine priorities and action steps

- After we've figured out where we are, the next step in the process is to ask, "Where do we want to go from here?" This is the task of the refocus stage--gaining a sense of direction and forward movement. In order to do this, we need long-range vision to see where God wants us to go in the future and short-range vision to see the individual steps it will take to get there. Effective action planning addresses the questions of who, what, where, when, and how.

Insights:

- After we've figured out where we are, the next step in the process is to ask, "Where do we want to go from here?" This is the task of the refocus stage--gaining a sense of direction and forward movement. In order to do this, we need long-range vision to see where God wants us to go in the future and short-range vision to see the individual steps it will take to get there. Effective action planning addresses the questions of who, what, where, when, and how.

- The refocus phase of the coaching process points to the future. After gathering information during the reflect phase, the focus now shifts to vision, values, and goals. The resulting action plan advances the personal and ministry development of the leader.
- Envisioning the future from God's perspective plays a central role in the coaching process. And making that future a reality requires planning. Brainstorming options, prioritizing action plans, and assigning dates are all steps in the planning process. The end result is an action plan that helps the leader fulfill God's purposes in their life and ministry.
- Concentrate on identifying the really important issues-- the things that will make the greatest impact. During this phase the coach is CHALLENGING to help clarify who, what, and when the action plan will be implemented. To a great extent, a solid action plan determines the success of the coaching relationship.

Resource: Provide support and encouragement

- Once we have discovered where we are and where we want to go, the next question is, "What do we need?" Answering this question is the primary task of the resource stage. Christian leaders often spend enormous amounts of time reinventing the wheel when many quality resources already exist that can save time, money, and energy. A good coach guides people in the direction of those resources that will be most useful to them given where they are and where they want to go.

Insights:

- During the resource phase, the coach will help the leader maintain a clear focus of the vision while giving attention to the resource needs of the person being coached. The primary task of the coach is to FACILITATE the brainstorming, assessing, and identifying of needed resources throughout implementation. Changes in a situation mean changes in resources; excellent coaches help leaders adapt accordingly.
- Change is a constant in ministry. Coaches help people consider the implications when introducing, adapting or replacing resources. Anticipating the repercussions when changes are made in a new or existing project, can help the person you are coaching avoid setbacks and maximize the opportunity.
- As effective resources are identified and utilized, the person being coached will be in a better position to carry out the next steps in their action plan. The right resource applied in the right way will have a tremendous impact on a ministry. Ample time and attention must be given to the resource phase in the coaching process.

Review: Evaluate, celebrate, and revise plans

- The review stage allows us to look back over our progress and ask, "What has been accomplished?" Never underestimate the power of taking the time to look back over past accomplishments and celebrate them. That process can provide both a sense of satisfaction over a job well done and much-needed encouragement for the road ahead. The evaluation process also maximizes learning and provides opportunities to make mid-course corrections.

Insights:

- The review stage allows us to look back over our progress and ask, "What has been accomplished?" Never underestimate the power of taking the time to look back over past accomplishments and celebrate them. That process can provide both a sense of satisfaction over a job well done and much-needed encouragement for the road ahead. The evaluation process also maximizes learning and provides opportunities to make mid-course corrections.
- The review phase of the coaching process gives time for reflection. The coach provides opportunity to assess, extract principles, and learn from the process. Collective wisdom is gained from the experience.
- After the leader has implemented their action plan an evaluation is essential. This aspect of the coaching process facilitates accountability, learning, and challenge. The evaluation should include an assessment of the coaching relationship as well as a discussion on future projects.
- The key thing to remember is that coaching is a discovery process. A primary task of the coach is SUMMARIZING to identify the key learnings, bring closure, or renew the coaching relationship. Healthy coaching relationships will provide a sense of fulfillment in your ministry and will leave the leader wanting more.