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Coaching versus counseling?

Why is coaching so difficult?

Practical Ways to become more effective

- Get a working definition
 - Coaching is much more like remodeling versus engineering / work with what is there / creative solutions.
 - *You need a working definition:*
 - *My decision to come alongside people to help them continually move toward their full God given potential?*
- Rank their Receptivity.
- Your calendar should clearly reflect the priority of coaching.

Best Practices for an Effective Coaching Session

- Be Intentional
- Gain clarity on coaching needs
- Prepare for a coaching session
- Notes: simple, retrievable
- Write a Follow up summary
- Do research on their behalf / custom developmental exercises
- Create a coaching toolbox

Develop Your Coaching Model: Visual depiction of the coaching process.

1. Living the Life You Were Meant to Live (Patterson)
2. Coaching for Commitment (Kinlaw)
3. Your One Degree.com (Jewitt)
4. True North (George)
5. Helping People Win at Work (Ridge)
6. Christian Coaching (Collins)
7. LeadSelfLeadOthers.com

Using assessments

- Helps us as humans better see and understand ourselves
 - DISC

- Johnson Taylor
- Strength Finders
- Hogan
- Birkman
- many more
- The key is:
 - What do they tell us?
 - So what?
 - Now what?

Coaching Tool: Critical Focus List

- What do you need to be focusing on to move further toward your God given potential?
- P1P2 / Activities + People
 - Personal Life
 - Professional Life

Avoid Coaching Headaches

- Develop your list of characteristics that all coaches / mentors have in common.
- Avoid wholesale implementation. It's okay if not everyone is excited about coaching others.
- Start small and grow it through marketing your successes.
- Make sure that the people at the top fully understand and support the coaching movement. Doesn't mean they have to participate but rather they understand the problems you are trying to solve. It has to support the vision / mission of the organization.
- Continually learn about coaching.