

Coaching & Mentorship

Game of Empowerment

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Session Overview

High level appreciation

1.



Building ownership

2.



Steps of Co-creation

3.



Sessions of coaching
(Support Mechanism)

4.



Q & A Session

Power of coaching



<https://www.youtube.com/watch?v=8NlvdU5rhEU>

Coaching

- Assist
- Achieve
- Goals
- Personal or Professional goals
- Experienced leader

If a person falls through ice, do not go onto ice to attempt a rescue. From a safe place try a reaching assist with a long, sturdy object



Importance Of coaching

- Succession planning
- Motivation
- Capacity Building
- Productivity reasons
- Relationship building
- Mastery



Defining Coaching/Mentorship

- "Each person holds so much power within themselves that needs to be let out. Sometimes they just need a little nudge, a little direction, a little support, a little coaching, and the greatest things can happen." **Pete Carroll**

Approach

- Enquire from mentee on pain points
- Coping mechanisms
- Talk about aspirations (Grow Model)



Grow Model

Simple method for goal setting and problem solving
used for corporate coaching

G	Goal
R	Reality
O	Obstacle
W	Way Forward

GROW -Elaborated

ITEM	FOCUS
Goal	The Goal is the end point, where the client wants to be. The goal has to be defined in such a way that it is very clear to the client when they have achieved it.
Obstacles	Obstacles stopping the client getting from where they are now to where they want to go. If there were no Obstacles the client would already have reached their goal.
Reality	The Current Reality is where the client is now. What are the issues, the challenges, how far are they away from their goal?
Way Forward	The Options then need to be converted into action steps which will take the client to their goal. These are the Way Forward.

Practice in Pairs

Discuss feedback



Co-create with Questions

- What should we do to make this happen?
- Imagine I wasn't here, what would you do?

NB: What you are involved in creating, you value it to completion



Offer support

- Agree on a set of action steps with specific dates by which to complete them
- Schedule regular check-ins and progress reports on those dates
- Offer help and support as needed (without taking responsibility away from them)
- Give them regular feedback on their work (especially what they do well) so that they continue to learn

Co-create and support

- In this lesson activity, we'll practice co-creating the solution and offering support.
- Get together with the partner/buddy you worked with last time (to generate lots of options)
- Now have a 10-15min conversation to help them select the option they feel most comfortable with / excited about and agree on the solution (what they will do and how they will do it).
- Remember – try to mainly ask questions (only give advice if you feel it's absolutely necessary)
- When you feel they have a good solution, wrap up the conversation by agreeing on next steps and offering support
- When you are finished, use the PLAN Coaching Conversation Tracker to record what you heard/learned (as the coach), and then ask them for feedback on your questions/coaching. Were they able to come up with their own solution? How did you offer support to them? Post your responses to these questions and the insights you gained in this exercise in the study group and compare with your peers' experiences

Offer suggestions

Make them feel you care for their success.

NB: Avoid prejudicial questions



Check for understanding

After asking questions and making some suggestions, you need to check that they really understand and are confident in what they'll do next.



Supplementary resource

Title Author	Organization	Link
How to give employees a form of autonomy	Heidi Grant Halvorson Forbes Contributor	http://www.forbes.com/sites/heidi-granthalvorson/2011/09/15/how-to-giveemployees-a-sense-of-autonomy-whenyou-are-really-calling-theshots/#359e02dd20c3
How to teach people to think for themselves	Chrissy Scivicque- Ivy Exec	https://www.ivyexec.com/executive-insights/2013/how-to-teach-people-to-think-for-themselves/
Building the Co-Creative Enterprise	Venkat Ramaswamy & Francis Gouilart- HBR	https://hbr.org/2010/10/building-the-co-creative-enterprise
70 Coaching Questions for Managers using the Grow Model	Dan McCarthy- The balance	https://www.thebalance.com/coaching-questions-for-managers-2275913
Motivation = Empowerment	Chris Musselwhite- Inc.	http://www.inc.com/resources/leadership/articles/20070801/musselwhite.html
The Coaching Company Tools	https://www.thecoachingtoolscompany.com/	https://www.thecoachingtoolscompany.com/

Exploring different Options

- Why do people get stuck when solving problems?
- What's the importance of exploring multiple options to tackling problems/doing something?
- Opening the option space – what questions can you ask to help people consider different perspectives, environments, timeframes and resources?

Sounds familiar?



Ask questions that invoke thinking

- What is actually going on?
- What's causing that to happen?
- How is this different from previous times?
- What has worked in the past and what hasn't?

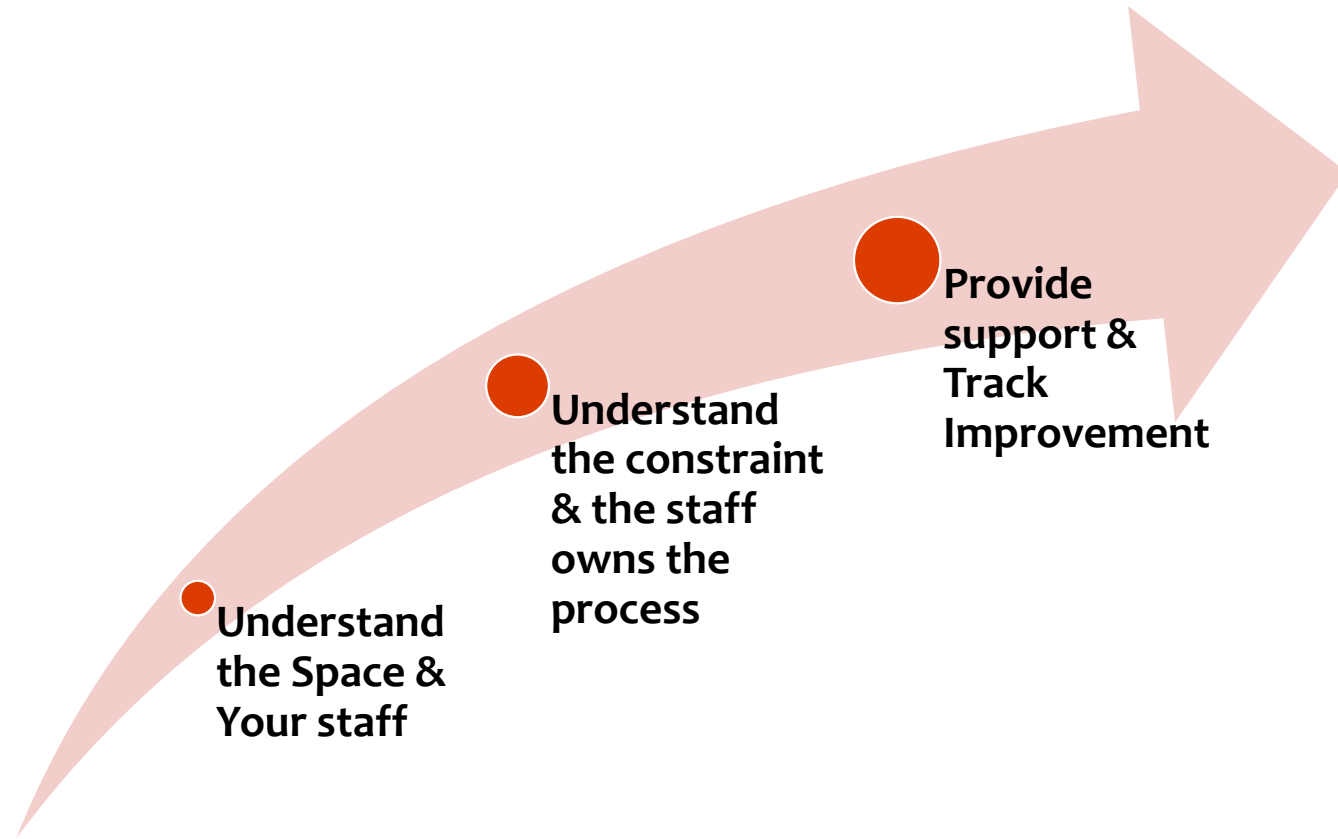
NB: By understanding the problem more clearly, people can often quickly see the solution and avoid the problem next time.

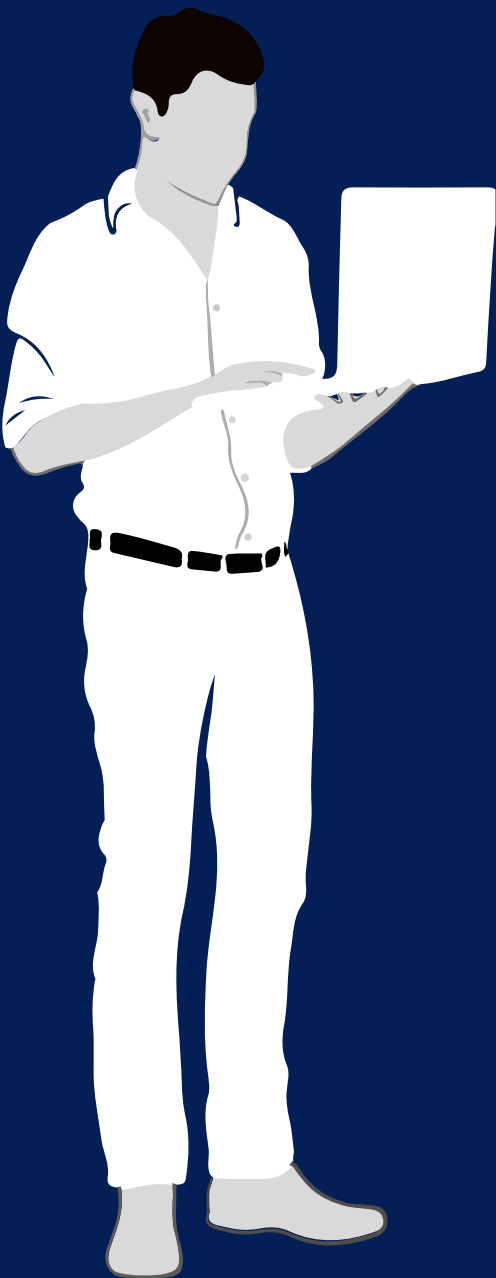
Ask questions that invoke thinking

Some of the questions you can ask to help them look at the constraints differently include:

- What would you do if I wasn't here?
- What would you do if you had to fix this in the next hour?
- What would you do if money wasn't an issue?

CONCLUSION





Thank You

Q&A

Contacts

A hand holding a black smartphone. The screen is black and displays the phone number +254 726 241095 in orange text.

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