

Relationships that Empower

Coaching



Disclaimer

CCI is passionate about coaching and empowering Christian leaders in their context to coach others. Therefore CCI makes this material available on the understanding that users exercise their own skill and care and respect in its use.

Attendance at this Coaching training does not qualify you as a professional coach nor entitle you to use the training other than in your own leadership context. Please do not pretend this is your stuff, reference CCI where appropriate.



Welcome



Credentials:
 Banking & Finance background
 Pastor 15+ years
 Theology
 Coaching Diploma
 ICF Accredited
 Masters in Church Practice
 Twitter: @KyButler



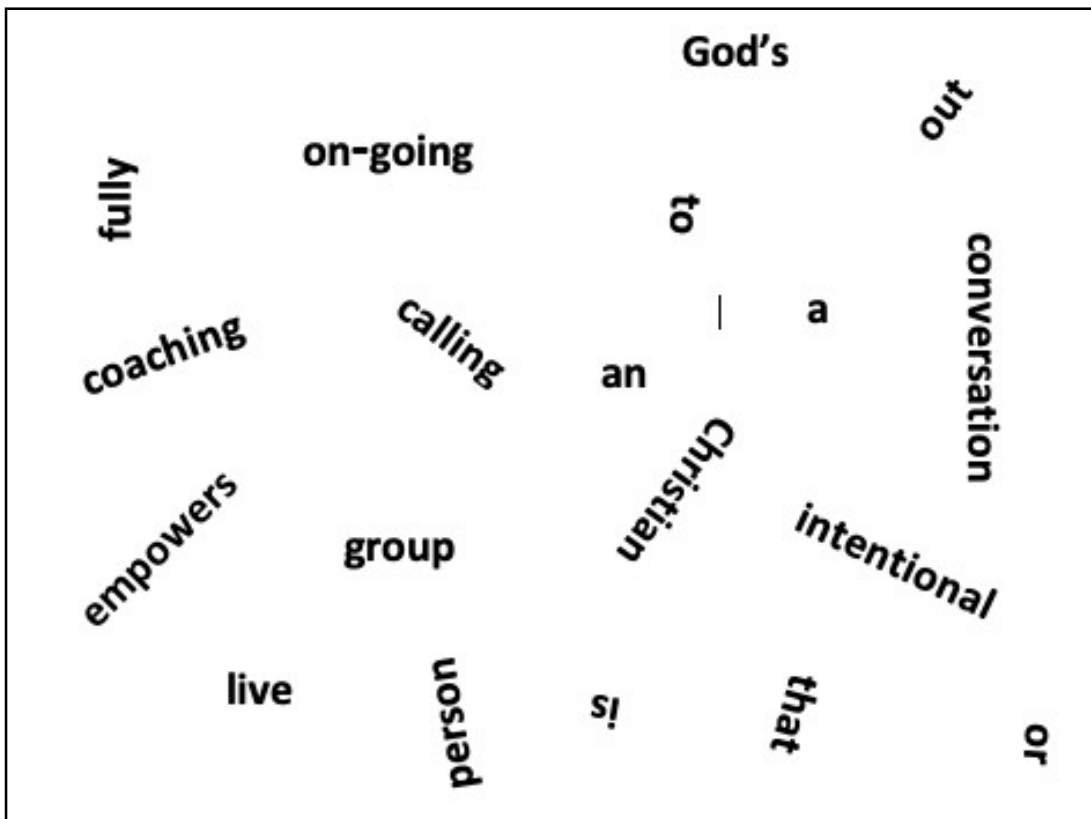
Group exercise

- Best experience of coaching?
- What did they do that you like so much?
(attitude/behavior)?
- How did they make you feel?



Coaching is...

Unjumble exercise



Definition Coaching

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



Coaching

- Relationship of empowerment
- Specific kind of mentoring



9 Types of Mentoring

- Discippler
- Spiritual Guide/Director
- Coach
- Counselor
- Teacher
- Sponsor
- Contemporary Model
- Historical Model
- Divine Contact



Coaching

- Relationship of empowerment
- Specific kind of mentoring
- Coaching focuses on learning instead of teaching
- Self-discovery is key
- Listening is essential
- Uses questions instead of advise - adult learn best through dialogue



Biblical Empowerment

- Genesis
- Jesus



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Biblical Empowerment



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graph LR; A[Draws out what the Holy Spirit puts in] --> B[Based on the understanding that every believer already has an advisor - the Holy Spirit.]; B --> C[Acknowledges the Holy Spirit's role in a person's life & seeks to cooperate with His work];
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Coaching

- 5 demonstrations



Demonstrations

- It's all about me!
- Making assumptions
- Giving advice
- Leading
- Not listening

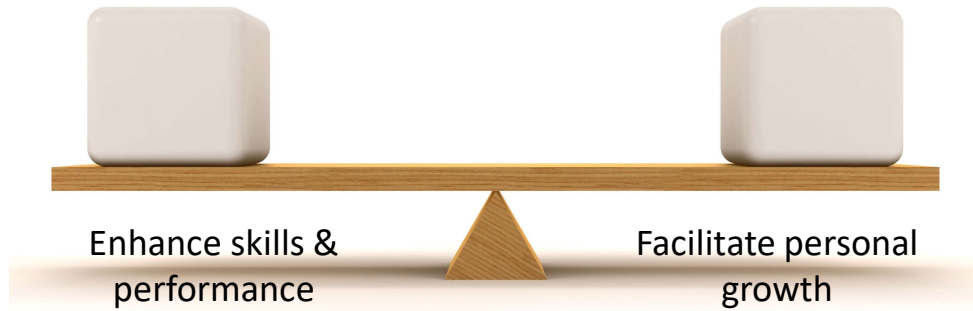


In pairs: discuss

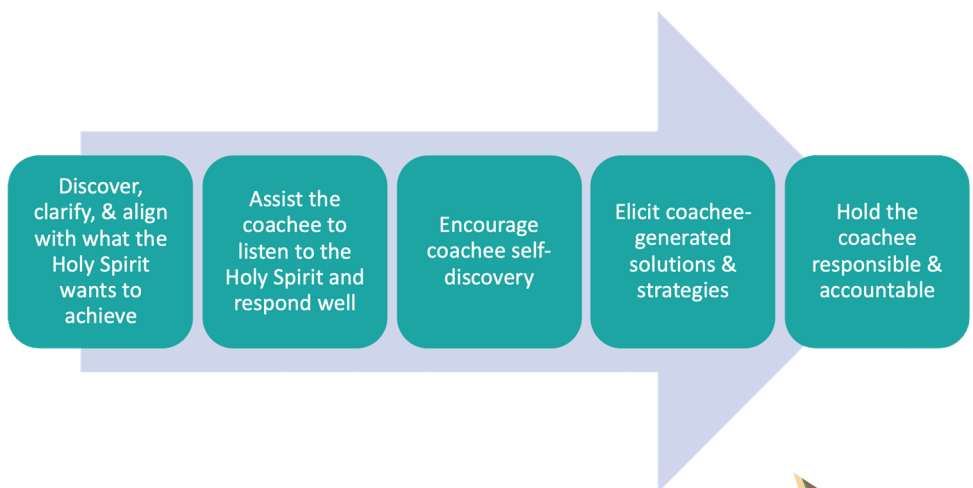
A time when you were given advice
you didn't agree with



Aims of Coaching



Aims of Coaching



Empowering Questions

“Good coaching is not the art of giving good advice, but the art of asking good questions.” Bob Logan



Good Questions

- Are easily understood
- Can be answered briefly (3 min)
- Require thought
- Enable self-disclosure
- Encourage reflection and refocusing



A Paradigm Shift

Teller
Director
Rescuer
Delegator

Trainer
Encourager
Equipper
Empowerer



A Paradigm Shift

What a person discovers they own...

What they are told they resist



Beautiful questions



Conversation Model

Connect, Awareness & Plan (CAP)

CONNECT

- Build rapport
- How are they? What is happening?
- Connect with the past conversation



Conversation Model

Connect, Awareness & Plan (CAP)

AWARENESS:

- Discovery is the focus.
- Ask questions from a variety of angles and perspectives, and actively listen.
- Listen beyond the person's words.



Conversation Model

Connect, Awareness & Plan (CAP)

AWARENESS:

Example Questions:

- What is God saying to you about it?
- What would you like things to look like in 6 months?
- What would you like to be different?
- What made it work so well?
- What did you discover about yourself?
- What is significant about that?
- If time and money weren't issues, what would you do?



Conversation Model

Connect, Awareness & Plan (CAP)

PLAN:

- This step seeks to capture the insights and put them into actionable steps.
- The result will be a few clear action steps the person will do.



Conversation Model

Connect, Awareness & Plan (CAP)

PLAN:

Example Questions:

- How will you move forward from here?
- How will this thinking influence your ministry?
- What will you do? When? How?
- What options do you have?
- On a scale of 1-10 (with 10 high) how confident are you that you can do this plan? (If 7 or below go back and work on the plan.)



Your turn Partners

- Where could you use coaching skills in your context?

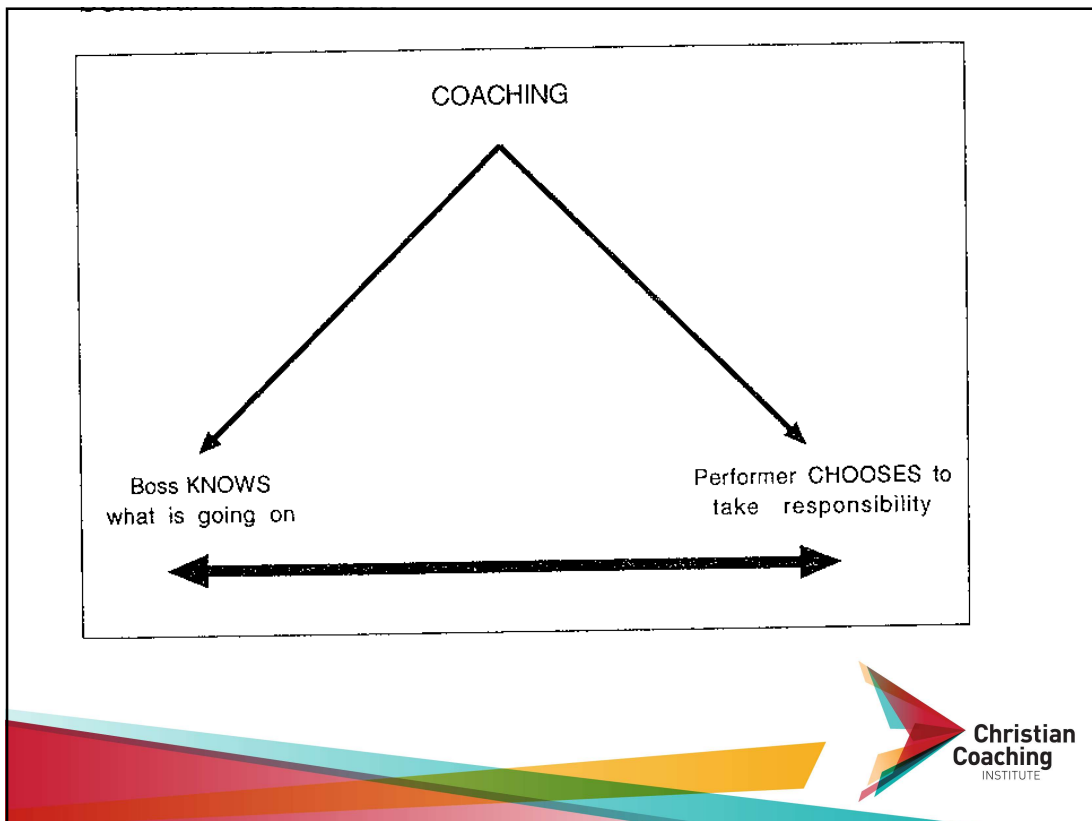
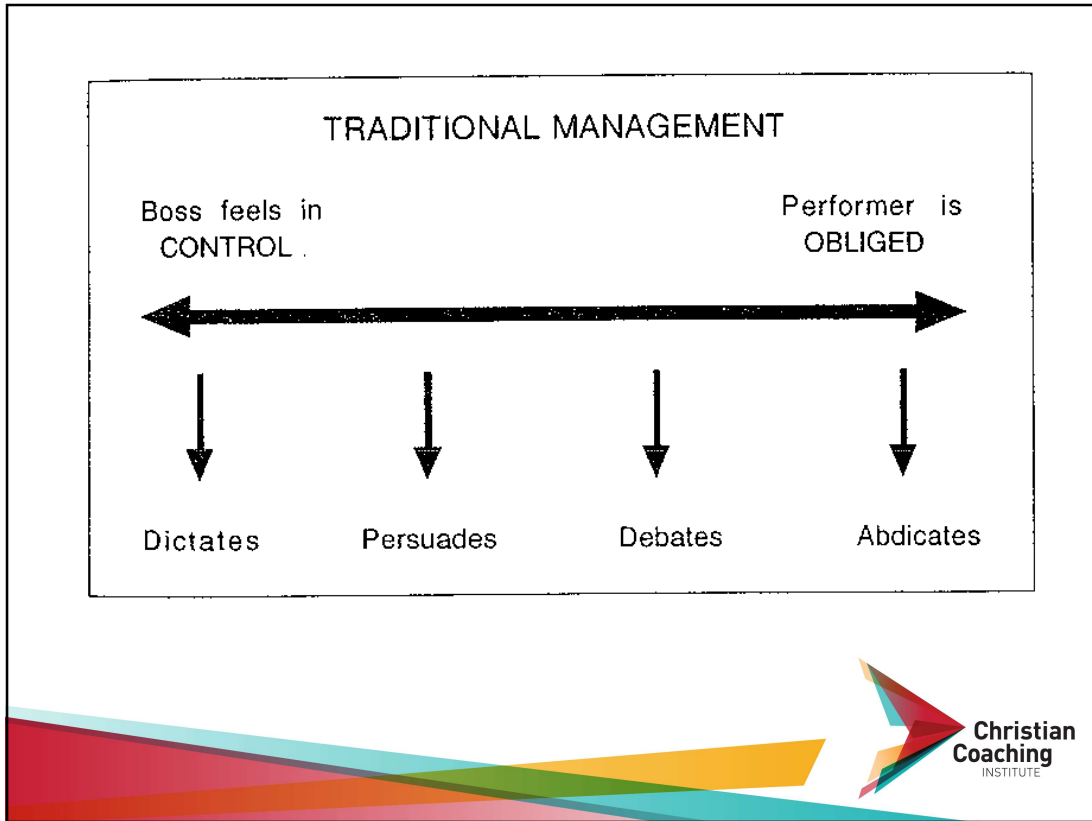
Connect Awareness Plan



Reflection

- Word or phrase that captures your coaching experience.
- Just one word, or a short phrase.





Coaching Demo



Coaching Demo Feedback



Now what?

- **Next steps in coaching:**
- Find a Coach
- Get trained as a Coach
- www.christiancoachinginstitute.com.au



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