WSP113: Coaching: The Indispensable Leadership Skill

Lecturer: Mark Nicolson, Principal, Nicolson Group, and Co-Creator, The Ventana Group

Course Objectives:
- To provide you with the most valuable coaching skills and frameworks
- To identify your individual strengths and “learning edges” in being a coach
- To inspire you to know how and where to apply coaching in your everyday work-life

Grade Options:
No credit shall be received; if needed, students must request a certificate of attendance from instructors on the day of the class, they cannot be issued later.

Recommended (but not required) reading:

Course Materials and Resources:

Course Reader:
There will not be a course reader because many materials referred to in class are available on the web – and others are a high copyright price. Materials available on the web will be made available as handouts in class.

Schedule of Workshop

Opening comments, introductions
Inspirational opening to clarify our goals and objectives for coaching


Part I – Our Unique Coaching Style and Intent
Including: Creating an assessment of our individual capability


Part II – Advanced Introduction to the GROW approach
Including: The core phases and skills of coaching, plus the single most important coaching ability
Max Landsberg, The Tao of Coaching, “The GROW model”, p40-41
Nicolson, Mark, First Being Then Doing: Three Different Ways to Use the Grow Model, Ventana Group: Santa Cruz, 2004

Part III – Support and Skill Practice
Including: Coaching Forum, eg: giving candid feedback; enabling high performance; influencing others; coaching when there’s no time
Max Landsberg, The Tao of Coaching: “Examples of Useful Questions When Using GROW”, p139-141
Max Landsberg, The Tao of Coaching: “Instant Payoff Coaching”, p64-65

Part IV - Application
Including: Identifying where coaching will add most value for you

Closing
Including: Reviewing ways to stay connected to our inspiration and to build our skill
Langley WA: Many Rivers Press, 1997