

Coaching Tips for your Final Meeting

Transcript

Appearing

In order of appearance:

1. MAJ David Stephen
2. LCDR Peter Kensworthy
3. MAJ Ali Coulton née Heenan
4. CHAP Andrew 'Red' Taylor
5. Ms Pamela Stone
6. GPCAPT Chris Ward

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MAJ David Stephen And the fun one is, I guess that final coaching session is you going in to meet with them for the final time. What are some of the things that you're thinking about in that space?

LCDR Peter Kensworthy I think it's important to, be well prepared for this last session. So I use that... the final session Close-out Questionnaire that we've got that's part of an annex in the standard operating procedure.

LCDR Peter Kensworthy So I want them to actually start thinking about what have they got out of the coaching program. Start thinking about, yes, the coaching program is finishing up at that, next session, and then use the responses to those questions in the last session to see whether there's anything else, as a coach, I need to cover off on.

LCDR Peter Kensworthy Maybe there's some little things that we've missed along the way that we could add some value to it. But also, look at what's the future, post the coaching program? So would they, think it might be suitable as we move from coaching to perhaps select a mentor that might be useful as they move forward, or what are some future things that I could focus on in the way of ongoing professional development?

LCDR Peter Kensworthy I like to think that if they've allocated, 2 or 3 hours, a month to the coaching program, what could they use that 2 or 3 hours a month as they move forward, for their own professional development?



- MAJ Ali Coulton The first thing I find really important is making sure that my counterpart knows ahead of time that it will be our final session. That enables them to prepare mentally and for their own expectation management, that is, this is our final wrap up. In that final session, again depending on the individual and whatever's going on for them on that day,
- MAJ Ali Coulton ideally, I'm not introducing new content or challenging them with really deep questions that might have them struggling for weeks to come. Instead, I like to ask them to reflect back to when we began the process and think about particularly their mindset and how they were feeling at that time. They might not remember specifically what was going on, but often they can remember the emotions and the stresses that were happening at that time in their life.
- MAJ Ali Coulton And then think about what the expectations were when they started the program before the program, and ask them what has changed or what they have taken away, or what has stood out for them, and let them explore that a little bit. I also like to, integrate what they have learned over those sessions and ask them to identify what lessons they might take forward and continue to apply, in the rest of both their time at ADFA, but also their military careers and their personal life.
- CHAP Andrew 'Red' Taylor The final session, I think, for me is actually core reflective. So you thinking about the number of sessions that you've done, thinking about where they were at the very beginning and where they are at now, and as well as getting them the opportunity to work on some particular things or goals that they might have as part of the coaching, you also want to give them to have an experience in what it is like to be coached.
- CHAP Andrew 'Red' Taylor Because for the training officer in the ADFA context, they're going to go on to lead others and being aware of how coaching works, what it can do for others, I think is enhanced by having that experience themselves. So I want to have a bit of a think about, what it was at the very beginning that we focused on, what it was like through the process, what they've learned, what they're going to take away and what they might utilize in the future, I will often very early on in the sessions, get them to write down what a goal was and write on a piece of
- CHAP Andrew 'Red' Taylor paper, try to get a succinct goal written out. And I'll sometimes go back to that. Let's go back to that first goal that you write out. Where have we come since then? What does that look like? Where are you now and what have you learned?
- Ms Pamela Stone I think the really key thing is to be prepared. I think as a coach, I need to have gone back and actually reviewed my notes about the things that I've been told and the things that I've heard and reflect back to my coaching counterpart, what it is that I understand that they've actually wanted to achieve, and what I've heard them say through those reflection points that they



Ms Pamela Stone have achieved, so that you can actually really set them feeling that they've actually been able to achieve something. I think it's important to ask them to think about the future and how they see the things that they perhaps have learned through our coaching relationship, how they would use that coaching, those coaching skills that being able to pick in their future careers as young officers.

GPCAPT Chris Ward Well, I think it's important to ask the coaching counterpart to reflect on their coaching journey up to that point. And it's great if they can identify, things that they have learned or improved, and also how coaching might assist them going forward, in the future, during their ADF careers.

MAJ David Stephen What do you mean by that? Can you expand on that a bit? How can coaching be helpful for them going sort of forward?

GPCAPT Chris Ward Well, there's two aspects to that. Firstly, at the self coaching piece, I think it's very important and they can take the sorts of conversations they've enjoyed, having with you as their coach, and sometimes have similar conversations with themselves in thinking about what their goals are, what the reality is and what options they're going to pursue.

GPCAPT Chris Ward But secondly, as future ADF leaders, I think it's important that we ask them to reflect on how they might use coaching when it's appropriate in the future to get the best out of their subordinates.

