

Coaching tips for a Mid Coaching Cycle Meeting

Transcript

Appearing

In order of appearance:

1. MAJ David Stephens
2. LCDR Peter Kenworthy
3. MAJ Ali Heenan
4. CHAP Andrew 'Red' Taylor
5. Ms Pam Stone
6. GPCAPT Chris Ward

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Transcript details

MAJ David Stephens Peter, tell me, now you've done a number of sessions with your coaching counterpart. You're at the sort of midpoint of, you know, typically we do six sessions, so a round about that midpoint. What are some of the things that you'd be thinking about as you engage with your coaching counterpart?

LCDR Peter Kensworthy I think it's a great opportunity just to check in with the coaching counterparts.

LCDR Peter Kensworthy Number one, checking in, see how the goals are going. So perhaps you've already started to work on a few of the goals. So checking-in to see how those goals are going. Are there any additional perhaps strategies and actions we might need to add to those goals?

LCDR Peter Kensworthy Secondly, have any of the goals changed? So, what we're working on into the future? Do we need to prioritize some of those goals?



- LCDR Peter Kensworthy The third thing I think is around making sure that, checking in with the relationship so they've got to know me over, say, two sessions. Three sessions. Is there anything that I could do differently as a coach to make sure that they get the most out of the coaching program?
- LCDR Peter Kensworthy You know, maybe it's the way that I'm engaging them that they would like to me to talk a little bit quicker or perhaps, they think that I'm not as relaxed as possible. So, in the way they ask questions, is there anything I need to adjust with my coaching approach?
- MAJ Ali Heenan I think for that mid coaching session, and I will emphasize that every single coaching relationship is unique.
- MAJ Ali Heenan Some, coaching counterparts, you'll build rapport right off the bat in that first meet and greet, and you can get into, sort of the more challenging, mentally and emotionally challenging work early on. But for others, you might have used those first sessions to really build the rapport and for the TO to become comfortable both with you and the way that you will show up to support them, as well as clarity on what they actually want to work on.
- MAJ Ali Heenan So that aside, once we get to sort of the middle so few sessions, I find that's a really good time to start to introduce some of those tools that they might not be aware of. Whether that strength based coaching or digging into personal values and how they show up in decision making. It's a really good time to give them some more resources that they can use of their own accord, that guide them in how to use them and set them up.
- MAJ Ali Heenan Once they have an idea of what the coaching programs is.
- CHAP Andrew 'Red' Taylor Once you hit the midpoint. I find that they've settled into the rhythm of what it is to be coached. Every coach or every counterpart that you work with is unique. And, once I get to the middle session, I'm often looking to just try to maybe use a different technique.
- CHAP Andrew 'Red' Taylor So you start, you have a rhythm, and then about mid session I'm wanting to try something a little bit different. So it might just be using something that helps them to think about something from a different angle. So one technique I'll sometimes use is just involves a piece of blank paper and a coloured pen, a pen with four different colours.



CHAP
Andrew
'Red' Taylor

And I'll get them to actually, get what's in their head down on a piece of paper using different colours and different size bubbles. Writing in what those issues are, and that can be a really helpful tool just to get stuff out of the head onto a piece of paper to help focus on what they want to work on for the next phase of the coaching.

Ms Pamela
Stone

Well, one of the things that I like to do after every single coaching session is that at the beginning of the coaching session, I always ask, "What is the most important thing we need to be talking about today?" Because throughout the journey, things have changed. What becomes... what was important at the last session isn't so important at the next session.

Ms Pamela
Stone

So that gives them that opportunity to see the conversation and I like at the end of every session to be able to ask what it is that they got out of the session. What was the a-ha! moment. Did they have any? What were those key things. And between each session, what I do is I actually write to them.

Ms Pamela
Stone

I set that next meeting, that next session time up and put that in the email address. Today I heard you say this, next session we're going to concentrate on this. So at the midpoint, what I like to be able to do is to reflect on each of those. Have we achieved what it is that they were hoping to achieve at each point?

Ms Pamela
Stone

And sometimes we're still working on the first thing, and sometimes we need to reset all new goals because they've been able to contribute, and continue to achieve the things that they wanted to achieve at that point.

GPCAPT
Chris Ward

Well, I think it's important to take stock and to find out from your coaching counterpart what has worked well so far and how you might improve as their coach, because it's a good opportunity.

GPCAPT
Chris Ward

Then you you've got to know each other quite well and there might be some things that they particularly appreciate, and there might also be some things about the coaching exchanges that they are troubled by. So it's a very good time to seek feedback. I also like to start asking some more advanced questions, such as a miracle question or a laser question.



GPCAPT Just to get them thinking and perhaps also to think about some stretch
Chris Ward goals, some more ambitious goals for them going head into the future.

MAJ David So you talked about miracle questions and laser questions. What do
Stephens you mean by those terms?

GPCAPT Oh, there are only two types of more advanced questions that, coaches
Chris Ward will use. And a good miracle question,

MAJ David particularly if you've got a person who seems to be troubled by things
Stephens that are going on in their workplace, is to ask them what they might do if
they were the boss for the day, or were the chief of their service for the
day. And a laser question is one that I used to try to cut through where I
feel that there's... we've come to an impasse or a blockage, and that
might take the form of something such as "What's holding you back?"

MAJ David Or "What, if anything, you're scared of?"
Stephens

