

# CONTENTS

## COACHING FOR COMMITMENT WORKSHOP OUTLINE vii

### 1. COACHING FOR COMMITMENT 1

- My Coaching Definition 2
- Shared Definition of Coaching 3
- Coaching Is. . . 4
- Great Expectations 5
- Coaching for Commitment 6
- Overall Goal 9
- My Turn 10

### 2. THE COACH ROLE 11

- Module 2 Objectives 12
- Coaching Skills Inventory 13
- Role Model 14
- Shift Happens 15
- Coach Role 18
- Don't Pretend to Coach! 21
- Simply Uncoachable 22
- My Turn 25

### 3. THE COACHING PROCESS 27

- Module 3 Objectives 28
- Focus on Coach Role 29
- Coaching Prism 31
- The Big Picture 33
- My Turn 34

### 4. TRUST 35

- Module 4 Objectives 36
- Trust Me! 37
- Establishing and Maintaining Trust 38
- Respectful 39
- Disrespectful 40
- Level of Trust 41
- My Turn 42

<b>5. THE INDICOM COACHING MODEL</b>	<b>43</b>
Module 5 Objectives	44
The InDiCom Coaching Model	45
Involve	46
Discover	47
Commit	48
Coaching Demonstration	50
Coaching Circle	51
Video Coaching Scenarios	54
My Turn	58
<b>6. CLEAR COACHING SKILLS</b>	<b>59</b>
Total Recall	60
Module 6 Objectives	61
Difficult Decisions	62
CSI—My Coaching Skills Gap	63
Challenge	64
Listen	69
Encourage	72
Ask	76
Refine	81
Practice, Practice, Practice = Coach	87
My Turn	91
<b>7. PLAN TO COACH</b>	<b>93</b>
Module 7 Objectives	94
Plan to Coach	95
Coach Learning Journal	101
Performance Coaching	102
My Turn	106
<b>8. CREATING A COACHING FOR COMMITMENT CULTURE</b>	<b>107</b>
Module 8 Objectives	108
Steps to Create a Coaching for Commitment Culture	109
Create Your Value Proposition for Coaching	110
Making Coaching Part of My Culture	111
My Turn	113

**9. BE THE COACH! 115**

Module 9 Objectives 116

Commit to the Shift 117

Coaching Rediscovered 120

Go. . . 121

**RESOURCES 123**

Thirty-Five Great Coaching Questions 124

Coach's Notes 126

Performance Coaching Worksheet 127

Evaluating Your Coaching 129

Interpreting Your Scores 131

InDiCom Coaching Culture Guide 135

Quick Reference Guide 139

References 141

