

Advancing Your Coaching Skills (AYCS) Webinar 6 – June 19, 2019



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1



WEEK SIX - OUTLINE

- Distinctions on Core Competencies:
#8 Creating Awareness
#9 Designing Actions
#11 Managing Progress & Accountability
- Debrief learning from listening to recording #3
Carly coaching Christine.
With a focus on above core competencies plus CC #3
Discussion about the 3 coaching recordings - distinctions
- What's next? And 'Talking Stick' completion

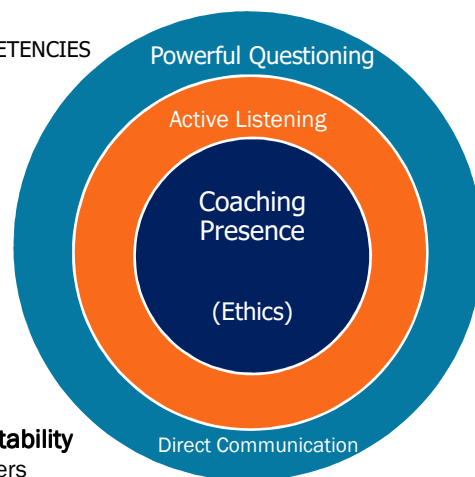
2

THE TARGET APPROACH

A DIFFERENT VIEW OF THE ICF CORE COMPETENCIES

Output Competencies

- **CC #3: Establishing Trust & Intimacy**
..... connected, client-centric, 'gotten'
- **CC #8: Creating Awareness**
..... exploration before solution
- **CC #9: Designing Actions**
..... client-driven first, from awareness
- **CC #11: Managing Progress & Accountability**
..... commitment, support, resources, barriers



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3

DEEPER DIVE INTO CC #8 – CREATING AWARENESS



4



Competency #8: Creating Awareness PCC Markers

1. Coach invites client to state and/or explore his/her learning in the session about her/his situation (the what).
2. Coach invites client to state and/or explore his/her learning in the session about her-/himself (the who).
3. Coach shares what s/he is noticing about the client and /or the client's situation, and seeks the client's input or exploration.
4. Coach invites client to consider how s/he will use new learning from the coaching.
5. Coach's questions, intuitions and observations have the potential to create new learning for the client.



5



Competency #8: Creating Awareness PCC Markers examples

1. Coach invites client to state and/or explore his/her learning in the session about her/his situation (the what).
"What insights are you aware of that can support you in this situation?"
2. Coach invites client to state and/or explore his/her learning in the session about her-/himself (the who).
"What are you learning, or reconfirming, about yourself through this conversation?"
3. Coach shares what s/he is noticing about the client and /or the client's situation, and seeks the client's input or exploration.
"You suddenly started to talk really fast – what is happening for you as you speak about that situation?"



6



Competency #8: Creating Awareness PCC Markers examples

4. **Coach invites client to consider how s/he will use new learning from the coaching.**
Expanded Learning such as, "Where else might you be able to put that insight to use in your life?"
5. **Coach's questions, intuitions and observations have the potential to create new learning for the client.**
"You've come up with some very creative ways to approach this, and yet it seems you don't have confidence in your ability to think creatively. What are your thoughts on that?"
"How will improving your presentation skills look when you're trusting your wisdom and experience?"



7

DEEPER DIVE INTO: CC #9 – DESIGNING ACTIONS CC #11 – MANAGING PROGRESS & ACCOUNTABILITY



8



Competencies: Designing Actions, Managing Progress & Accountability PCC Markers

1. Coach invites or allows client to explore progress towards what s/he want to accomplish in the session.
2. Coach assists the client to design what actions/thinking client will do after the session in order for the client to continue moving toward the client's desired outcomes.
3. Coach invites or allows client to consider her/his path forward, including, as appropriate, support mechanisms, resources and potential barriers.
4. Coach assists the client to design the best methods of accountability for her/himself.
5. Coach partners with the client to close the session.
6. Coach notices and reflects client's progress.



9



DEBRIEF OF COACHING RECORDINGS

Recording #1 Leena coaching Kim
 Recording #2 Davni coaching Zoe
 Recording #3 Carly coaching Christine

**What did you learn listening to these recordings?
 What can you experiment with from listening to
 these recordings?**

10



WHAT'S NEXT?

Experiment with what you've learned. One skill at a time.

You have access to the web page on my website for another 3 months, until September 19, 2019.

Complete any outstanding forms and return no later than July 3 (Missed Session Form, Recording #3 Form, Target Approach Model Form)

CCE Certificate will be issued mid-July

Survey will be emailed for your experience of the webinar series

11



FORMS RETURN AND MEMBERS-ONLY ACCESS

Email address for returning all of your forms is
advancedcoachingskills@icf-nj.org

The start date is when materials become available on Members-Only page.

<https://carlyanderson.com/member-login>

Username: your first initial and last name, lowercase. e.g. Carly Anderson is **canderson**

Password: **private0919**

Access available until September 19, 2019

12



TALKING STICK COMPLETION PROCESS

What would you like to share about your experience?

What learning has been most impactful for you?



Thank you for your participation!

13



"Our essential purpose is to be the best version of ourselves." Matthew Kelly

Further resources:

Monthly e-newsletter

Blog articles for coaches to improve their coaching skills and core competency distinctions

<https://carlyanderson.com/blog>



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Acknowledgement goes to the International Coach Federation and all the coaches over the years who have contributed to developing and evolving the ICF Core Competencies, and continue to do so. <https://coachfederation.org>

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14