

# Finding your coaching voice

Mike Shreeve

# Who am I ? What is my **connection** to the **topic**?

- Teacher **at Pilgrims** since 1993 (Coaching +NLP, Teaching “difficult learners”).
- Work **as a coach** last 15 years(management, education, entrepreneurs)
- Helped found a **management academy**



# Today

- What is **coaching**?
- What do I already **know** about **coaching**?
- How can I use coaching more to help my **teaching and management effectiveness**?
- What **skills** do I need to develop?
- **Models** of coaching and **some practice**
- **Questions** and follow -up

# Finding your voice

A, A+

- A speaks to A+ in **their normal voice**, reading first two sentences (in red).
- Then A reads the rest of the poem in a **very confident voice**. A+ encourages you to adjust your voice **and your posture**.
- A+ gives **non-verbal signals** to amplify and reinforce changes

## Part of Leisure by William Henry Davies

- **What is this life if, full of care,  
We have no time to stand and stare.**  
No time to stand beneath the boughs  
And stare as long as sheep or cows.  
No time to see, when woods we pass,  
Where squirrels hide their nuts in  
grass.  
No time to see, in broad daylight,  
Streams full of stars, like skies at night.

.

# Experience of being coached

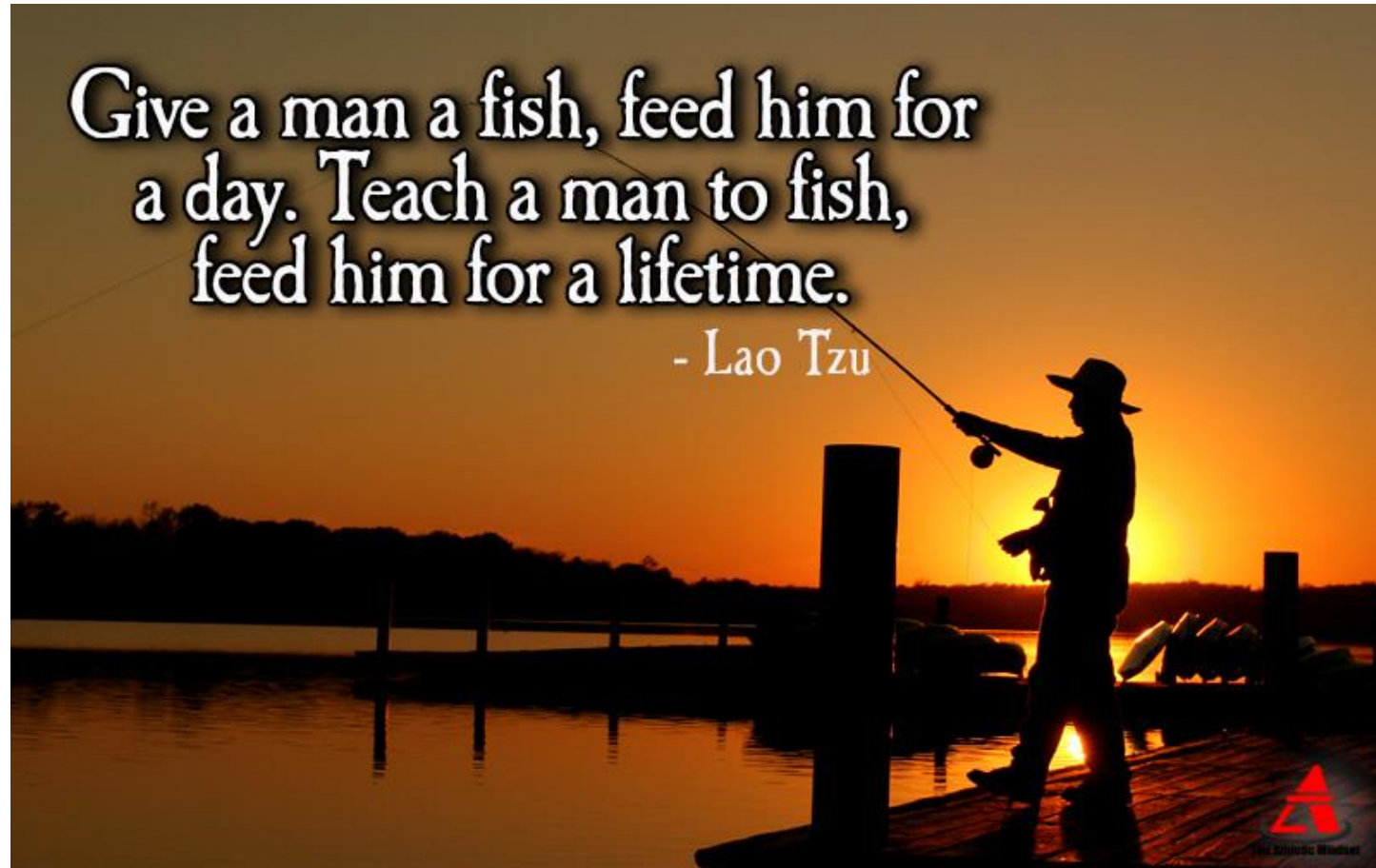
- Sport
- Business
- Teaching
- What do you **already know**?
- What would you **like to know**?

# What is coaching?

- **Coaching Federation**
- **CF** defines **coaching** as partnering with clients(students or teachers) in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

How do I use a knowledge of coaching to improve my teaching/ effectiveness?

# Learning how to learn



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# How do I use a knowledge of coaching to improve my teaching/ effectiveness?

- **Educational and Management** benefits
- It's about metacognition (self-awareness, strengths, strategy, meaningful action)
- Taking responsibility
- **Choice**(therefore motivation)
- **Learning**
- Unsticking

# Attitude required

- Trust
- Non- Judgemental
- Belief in the coachee
- People **can solve their own issues** with support
- Positive
- Role model
- Empathetic and detached

Who is driving the  
bus?

You

Your teacher

Your parents

Your friends



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What skills do I need to start coaching?

# What skills do I need to start coaching?

- **Relationship** (rapport, empathy, able to see from different views)
- **Identify a framework or model** (Grow model, solution focused, Action orientated, psychologically based)
- **Stepping back**, reflecting and questioning
- **Intuition or logic** to know what is important
- **Noticing** a change of behaviour –sensory aware
- **Listening**
- **Knowing where** to intervene

# Skilled helper -Gerald Egan

- *What is going on?'*
- *What do I want instead?'*
- *How might I get to what I want?'*
- The clients' story
- The change/vision/ optimistic future
- The plan

# Example in content

- **Discovery** learning
- (“People are generally persuaded by the reasons they have discovered than by those which have come into the minds of others”  
Pascal quoted by Scott Thornbury in How to Teach Grammar
- **Study** these two sentences
- Chris has lived in Cape Town **for** 10 years
- Wendy has lived in Edinburgh **since** 1995
- Formulate a rule to explain the use of for and since
- In **business** this is called **tasking**

# Eight ways to **enhance** coaching in class or work

## Class room

1. **Discovery** learning/task
2. Discovery of process by asking questions (**Socratic**)
3. Reflecting on actions or learning/learning to learn (**metacognition**)
4. Setting goals (**sharing purpose**)
5. Choosing **content**/way
6. Taking action/practice
7. **Unsticking** by using metaphor or change of context
8. ?





# How to find opportunities to coach

# Three wishes

- Write down 3 wishes
- Select one to work with partner



# A mini- coaching experience

- A takes an issue – A+sets a goal(desired state our outcome in 3 senses)
- Reality (where are they now? On a scale of 1-10, what stops them?)
- Options – 3 options for change
- Select the one you most like
- What is the **first** action?
- How **motivated** are you to change?
- Goal
- Reality
- Options
- Will

# Further references and follow-up

## Follow up

- Youtube: how coaching works  
<https://www.youtube.com/watch?v=UY75MQte4RU>
- Pilgrims NLP and Coaching 7<sup>th</sup>-21 July
- Advanced Coaching 4<sup>th</sup>-17<sup>th</sup> August

- **References/further reading**
- **Inner game of tennis** - Timothy Gallway
- **Neuro-language coaching** – Rachel Paling
- **The skilled helper** – Gerald Egan
- **Coaching with NLP** – Joseph O' Connor and Andrea Lages
- **Coaching for Performance**- John Whitmore
- **How to raise successful people** – Esther Wojcicki
- **Coactive Coaching** –Henry and Karen Kimsey – House, Phillip Sandahl and laura whitworth

# Questions



# Thank

# You

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