Part 1B: Coaching Principles, Mindset, and Roles

IFLA Coach Training
Continuing Professional Development and Workplace Learning and the Management & Marketing sections

2020 Committee:

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Vera Keown
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IFLA Coach Training Series

- Part 1A – Introduction to Coaching
- Part 1B – Coaching Principles, Mindset, & Roles
  - Part 1C – Coaching Process & Session Guide
  - Part 1D – Coaching Skills – Asking Questions
  - Part 1E – Coaching Skills – Listening & Providing Feedback
- Part 2 – Putting It All Together – Live Webinar

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Learning Objectives

- Identify the principles of coaching & the coaching mindset
- Explain both the coach’s and client’s roles
- Recognize attributes of an effective coach
Coaching Principles

- Create a safe and trusting environment and relationship
- The agenda belongs to the client
- Asking questions to help the client discover their own solutions
- Ownership of problem solving remains with the client
- Maintaining confidentiality

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The Coaching Mindset

- Client is the expert
- Client must do the work
- Coach is **not** the problem-solver
- Focus on positive
- Focus on strengths
- Listen to understand
- Open and curious
The Coach’s Role

• Help clarify goals
• Ask powerful questions
• Challenge thinking
• Listen fully
• Create space
• Provide objective feedback
• Encourage accountability
The Client’s Role

• Sets agenda (goals)
• Takes ownership and responsibility
• Is open to new thoughts and perspectives
• Is willing to venture out of their comfort zone
• Moves forward and is accountable to themselves
• Devotes required time and energy
Being an Effective Coach

- Believe individuals capable
- Being neutral
- Being open-minded and non-judgemental
- Remaining objective
- Being patient
- Giving effective feedback
- Trusting yourself and your abilities
Review

• Identify the principles of coaching & the coaching mindset
• Explain both the coach’s and client’s roles
• Recognize attributes of an effective coach
What’s Next?

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Thank You and Contact

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