

My story...

TECHNOLOGY

+

INNOVATION

+

COMMUNITY

LinkedIn





**mke
tech**

We **activate** and **energize** our region's tech ecosystem

- **Shine** a spotlight on the network
- **Foster** human connections + growth
- **Spur** tech-powered innovation





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YOUR COACHING PLAYBOOK



YOUR MODEL



YOUR TACTICS



YOUR STYLE

The background features a dark blue field with several overlapping geometric shapes in lighter shades of blue and white. These shapes include triangles and polygons that create a sense of depth and movement, framing the central text.

**WHAT HAS
COACHING
LOOKED LIKE
FOR YOU?**



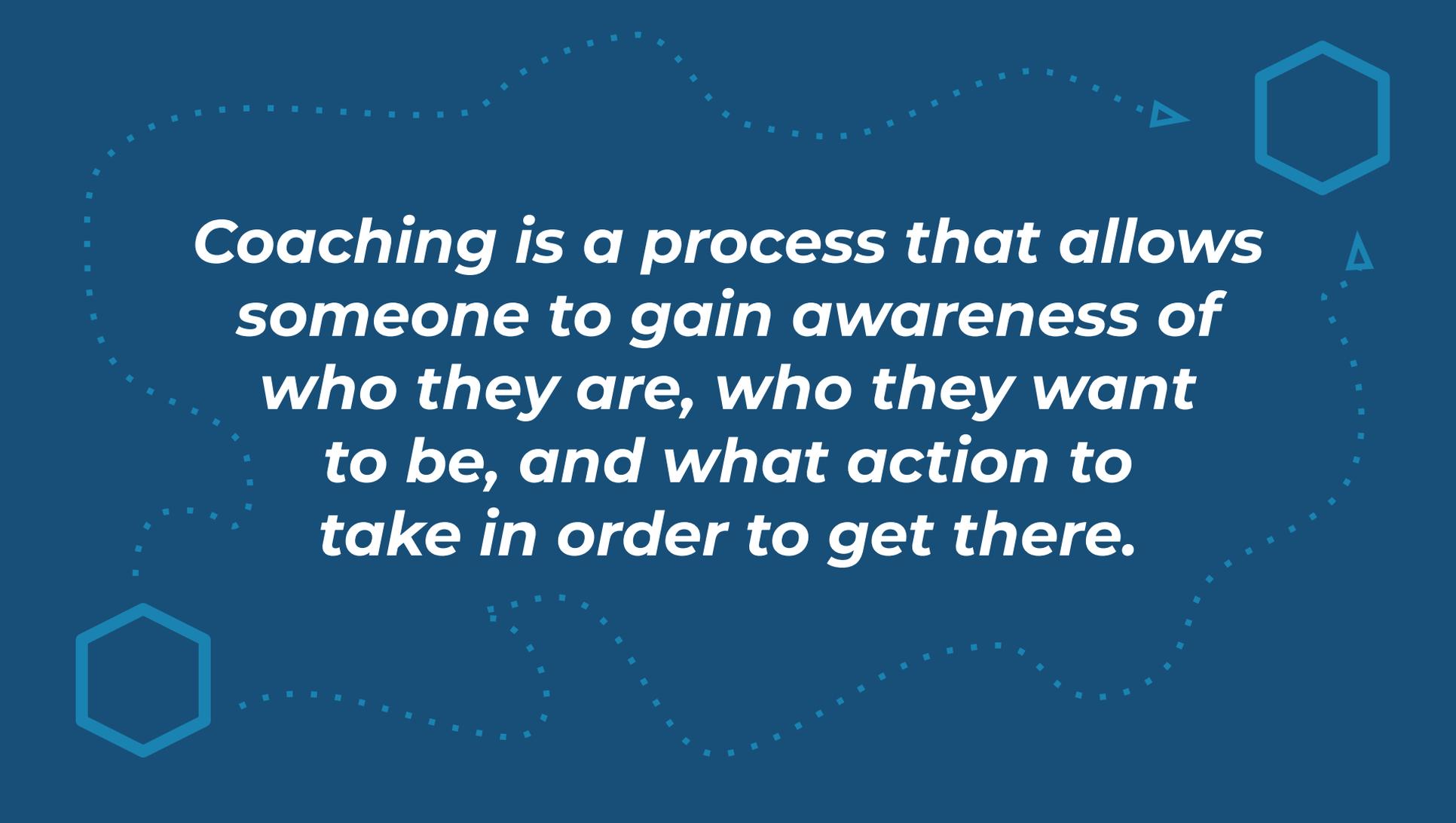
WHAT IS A COACH?

WHAT IS A COACH?

- ~~*Mentor*~~
- ~~*Advisor*~~
- ~~*Subject Matter Expert*~~
- ~~*Executive Coach*~~

WHAT IS A COACH?

- *Motivator*
- *Questioner*
- *Connector*
- *Leader*
- *Moderator*
- *Taskmaster*

The image features a dark blue background with a decorative graphic consisting of a dotted line path that winds across the frame. Three light blue hexagonal shapes are positioned at the top right, bottom left, and middle right. The central text is white and reads:

Coaching is a process that allows someone to gain awareness of who they are, who they want to be, and what action to take in order to get there.

*The Coach is responsible
for the **process**.*

*The Coachee is responsible
for the **progress**.*

The background features a dark blue field with abstract geometric shapes in a lighter blue and white. In the top right, there is a white square partially overlapping a light blue trapezoid. In the bottom left, there is a white triangle overlapping a light blue trapezoid. The central text is white and bold.

WHY ARE WE COACHING?

OUR ROLE

- *Quick Connects*
- *Guide the Process*
- *Prompt:*
 - *Critical Thinking*
 - *Creativity*
 - *Action*

YOUR COACHING PLAYBOOK



YOUR MODEL



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YOUR STYLE

The background is a solid dark blue color. It features several abstract geometric shapes in a lighter blue and white. In the top right, there is a white L-shaped corner and a light blue trapezoid. In the bottom left, there is a white triangle and a light blue trapezoid. The main text is centered in the middle of the page.

COACHING MODELS

There are soooo many

Some (of the many)

COACHING MODELS

Goal: *Where do you want to be?*

Reality: *Where are you now?*

Options: *What could you do to get there?*

Will: *What will you do?*

Contract: *Outcomes, scope, process*

Listen: *Listen first, nudge a little*

Explore: *How are they affected?*

Action: *Get them to commit to change*

Review: *Follow up and assess*

Some (of the many)

COACHING MODELS

Frame the conversation

Understand the current state

Explore the desired state

Lay out a success plan

Subject: *Understand the context*

Target: *Know the goal*

Emotions: *Understand the emotions*

Perception: *Explore the bigger picture*

Plan: *Define steps to reach the goal*

Action: *Review decisions made*

Some (of the many)

COACHING MODELS

Outcome: *Understand desired outcome*

Situation: *Become aware of situation*

Choices: *What are the options for action?*

Actions: *Identify best course of action*

Reviews: *Review to ensure success*

Objective: *What you want*

Scale: *Measure of current progress (1-10)*

Know-How: *What you have to assist*

Affirm: *Identify what's working*

Review: *Follow up and assess*

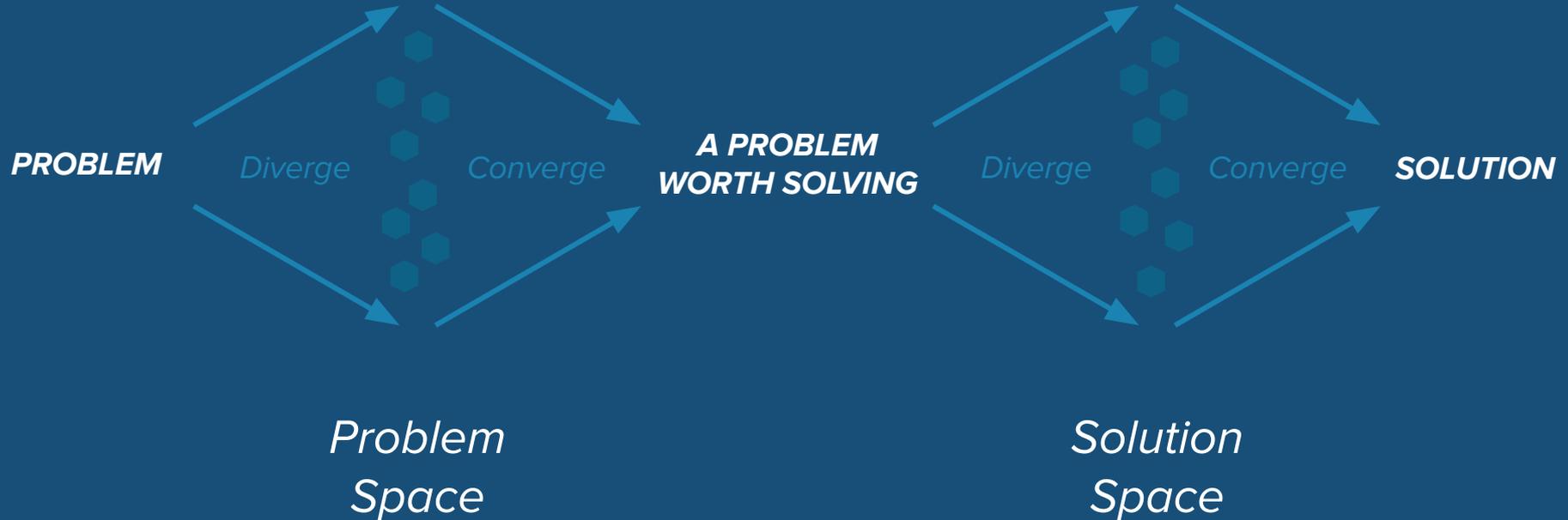


LET'S MAKE UP A MODEL

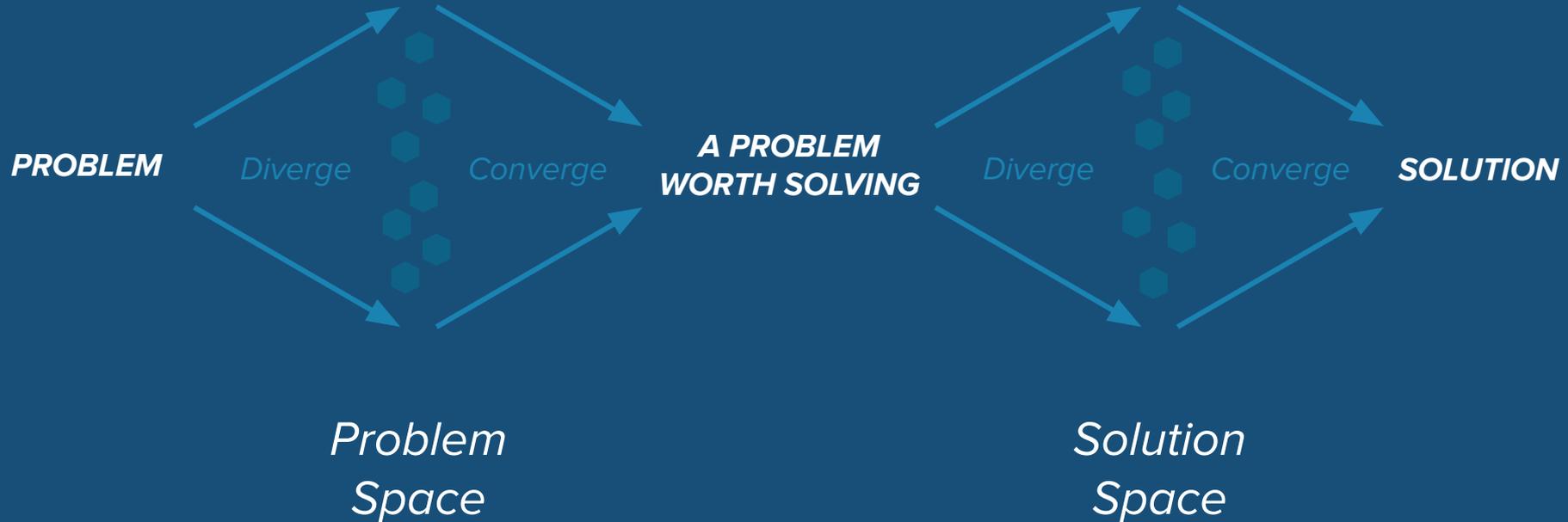
An acronym, of course...

A model I use for innovation...

DIVERGENT INNOVATION



DIVERGENT COACHING!?



YOUR COACHING PLAYBOOK



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YOUR STYLE



COACHING TACTICS

Let's get tactical

COACHING TACTICS



**SET UP THE
SESSION**



**ASK GREAT
QUESTIONS**



**PROVIDE A
RESPONSE**



**SPARK SOME
ACTION**

COACHING TACTICS

SETTING UP THE SESSION:

- ***Establish the rules***
 - *Intros, create agenda, set expectations, state your style, etc*
- ***At least know the conversation type***
 - *Career questions, current project, new idea, pitch practice, interpersonal, etc*
- ***Set your goals***
 - *“What would you like to work on?” ~~How can I help?~~ ~~What do you need?~~*

SET UP THE
SESSION

ASK GREAT
QUESTIONS

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COACHING TACTICS

ASKING GREAT QUESTIONS:

- **“Barney Rubble” Questions**
 - *Broad and short*
 - *Open-ended, story-driven, emotion-focused*
 - *“What are you excited about? Where are you struggling?”*
- **Listen Actively + Probe Deeper**
 - *Reframe for clarity, identify gaps, push critical thinking, match their word choices*
 - *“This is what I’m hearing... What’s behind that? Tell me more about that.”*

SET UP THE
SESSION

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COACHING TACTICS

RESPONDING RESPONSIBLY:

- ***Coach = Process. Coachee = Progress.***
 - *Don't give answers... Search for solutions together*
 - *“What have you tried so far? What else could you try? How might you...?”*
 - *Be open/vulnerable about what you can and can't help with*
- ***Keep feedback short and statement-driven***
 - *“I like... I wish... I wonder...”*

SET UP THE
SESSION

ASK GREAT
QUESTIONS

PROVIDE A
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SPARK SOME
ACTION

COACHING TACTICS

SPARKING SOME ACTION:

- ***Prioritize + Focus***
 - *Keeps them from getting overwhelmed*
- ***SMARTIE Goals***
 - *Specific, Measurable, Attainable, Realistic, Timely, Inclusive, Equitable*
- ***Encourage + Energize***
 - *They've got this!*

SET UP THE
SESSION

ASK GREAT
QUESTIONS

PROVIDE A
RESPONSE

SPARK SOME
ACTION

TACTICS IN ACTION

**SET UP THE
SESSION**

**ASK GREAT
QUESTIONS**

**PROVIDE A
RESPONSE**

**SPARK SOME
ACTION**

*Reflection on these... Easy parts? Tougher parts?
What else have you found successful?*

YOUR COACHING PLAYBOOK



YOUR MODEL



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YOUR STYLE

The background is a dark blue color with abstract geometric shapes in a lighter blue and white. These shapes are angular and layered, creating a modern, architectural feel. The shapes are primarily located in the top-right and bottom-left corners, with some extending towards the center.

COACHING STYLE

What's uniquely YOU?

YOUR STYLE

- *Personality*
- *Values*
- *Skills*
- *Network*

MY STYLE

- *What if we...?*
- *Positive + Opportunistic*
- *Casual + Fun + Authentic*
- *Inclusive + Collaborative*
- *UX Design + Brand Strategy*
- *Innovator + Technologist Network*

YOUR STYLE

- *Personality*
- *Values*
- *Skills*
- *Network*

What stylistic elements would you include in your coaching playbook?

YOUR COACHING PLAYBOOK



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THANK YOU!

*Questions? Feedback?
How to get involved...*

