

Executive Coaching Professional Learning

TEA District Planning & Supports Division
May 23, 2024

Executive Coaching Overview

9:30-11:30



All In!



Excited to be joining this team today!

Overjoyed!

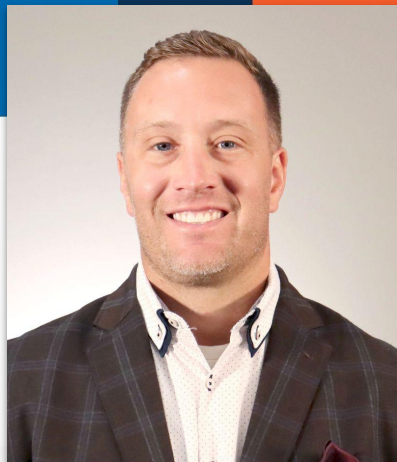
Humbly honored!

Introductions



Tanya Larkin, Ed.D.
Executive Director
REGION 16 ESC

Tanya.Larkin@esc16.net
806.677.5075



Nathan Maxwell, Ed.D.
Associate Executive Director
REGION 16 ESC

Nathan.Maxwell@esc16.net
806.677.5130



Christine Scroggs
Assistant Director
of Executive Coaching
REGION 16 ESC

Christine.Scroggs@esc16.net
806.677.5275



Cassie Swan
Performance Management
& Data Analyst
REGION 16 ESC

Cassie.Swan@esc16.net
806.677.5282

The Real Us!



Tanya Larkin, Ed.D.
Executive Director
REGION 16 ESC

Tanya.Larkin@esc16.net
806.677.5075



Nathan Maxwell, Ed.D.
Associate Executive Director
REGION 16 ESC

Nathan.Maxwell@esc16.net
806.677.5130



Christine Scroggs
Assistant Director
of Executive Coaching
REGION 16 ESC

Christine.Scroggs@esc16.net
806.677.5275



Cassie Swan
Performance Management
& Data Analyst
REGION 16 ESC

Cassie.Swan@esc16.net
806.677.5282

Just for Theresa...

You MUST Know!



We LOVE to have
FUN,
build **RELATIONSHIPS**,
accelerate **NETWORKS**,
and fully believe that life
should be lived
ABUNDANTLY!



All about YOU!

Chat Waterfall:

Reflecting on the past year, what achievement fills you with the greatest sense of satisfaction—professionally or personally?

- *Type First*
- *Wait to Press Enter*





Elevate Your Impact

EXECUTIVE COACHING

REGION 16 
Education Service Center

A Great Journey



**TEXAS
STRATEGIC
LEADERSHIP**

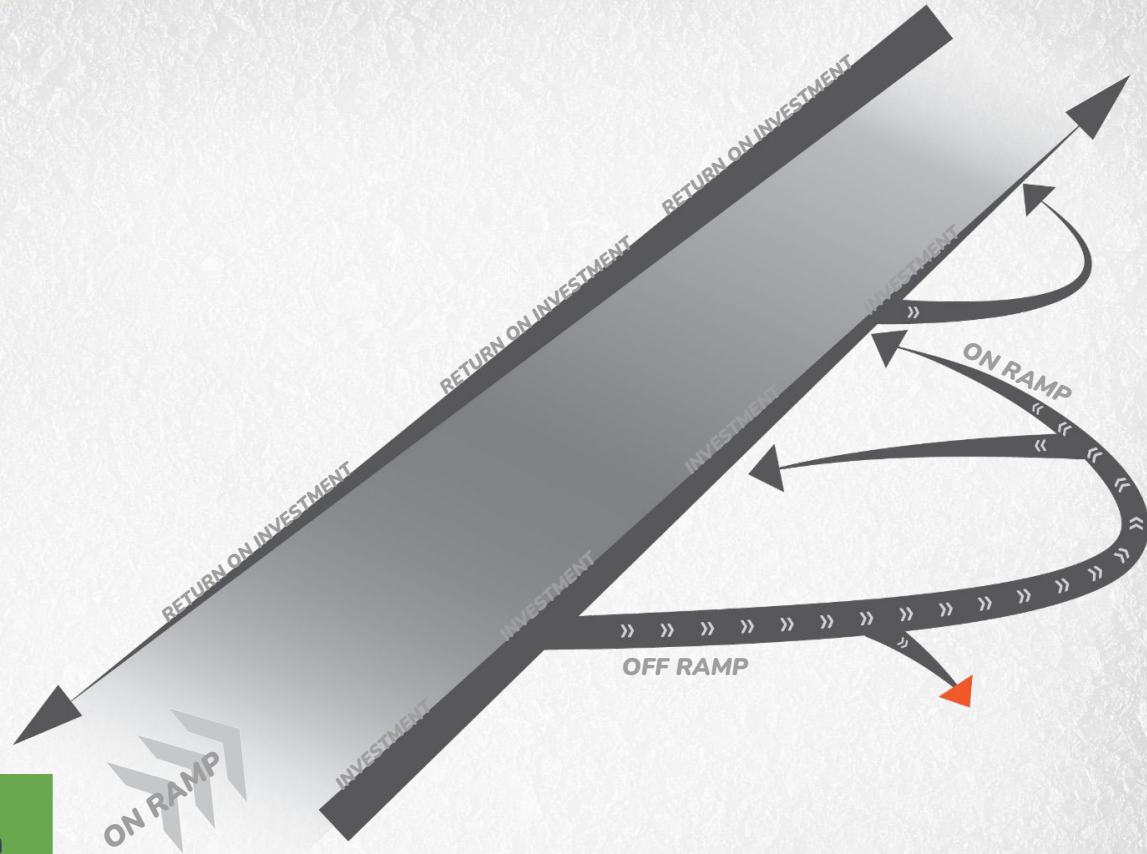


Executive Coaching Roadmap

ELEVATE YOUR IMPACT



Executive Coaching is the manifestation of servant leadership as one seeks to draw out, inspire, and develop the best and highest within people from the inside out.



Your Journey to Changing Lives as an Executive Coach

STARTS HERE

ENTRY APPLICATION

- Discuss Best Hopes
- Customized Plan/Track
- Past Experience
- Capacity & Commitment

Executive Coaching Roadmap

ELEVATE YOUR IMPACT



Executive Coaching is the manifestation of servant leadership as one seeks to draw out, inspire, and develop the best and highest within people from the inside out.

Executive Coaching Framework
Professional Development Theory

Guided Practice
Application



Basic Professional Learning Certification
Professional Development Aligned
to the Executive Coaching Framework



**Your Journey to
Changing Lives as an
Executive Coach**

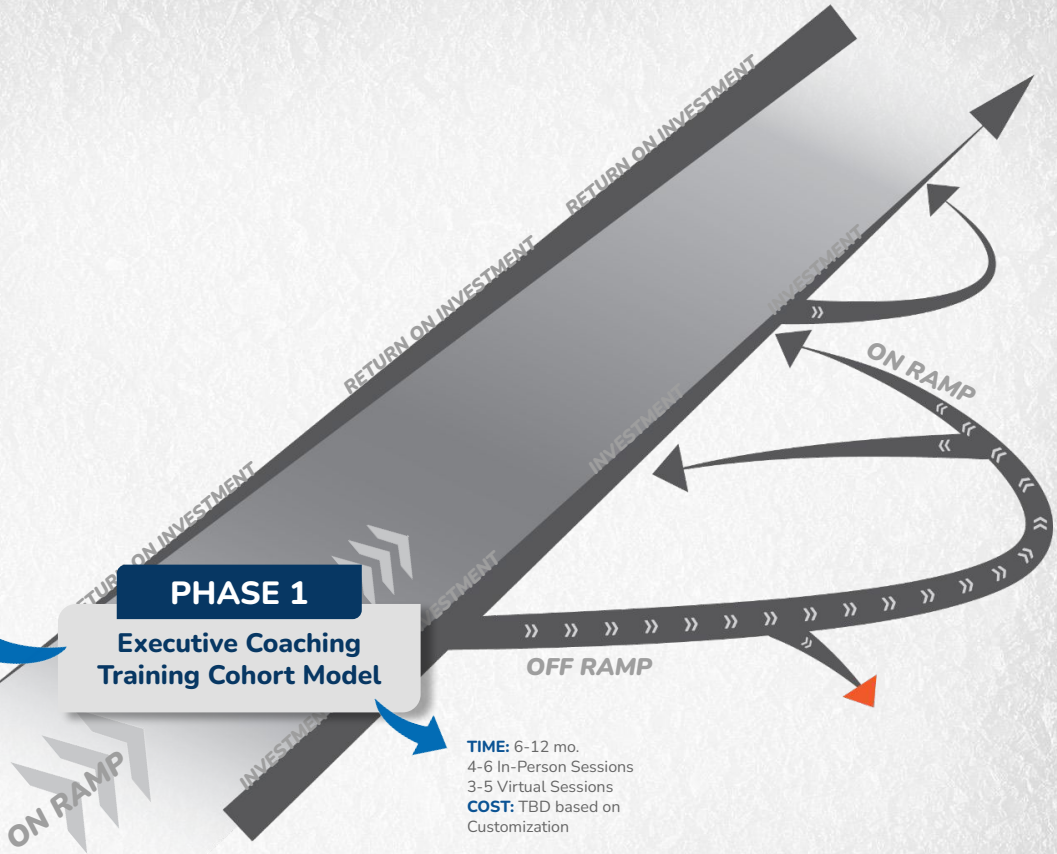
STARTS HERE

PHASE 1
**Executive Coaching
Training Cohort Model**

ENTRY APPLICATION

- Discuss Best Hopes
- Past Experience
- Customized Plan/Track
- Capacity & Commitment

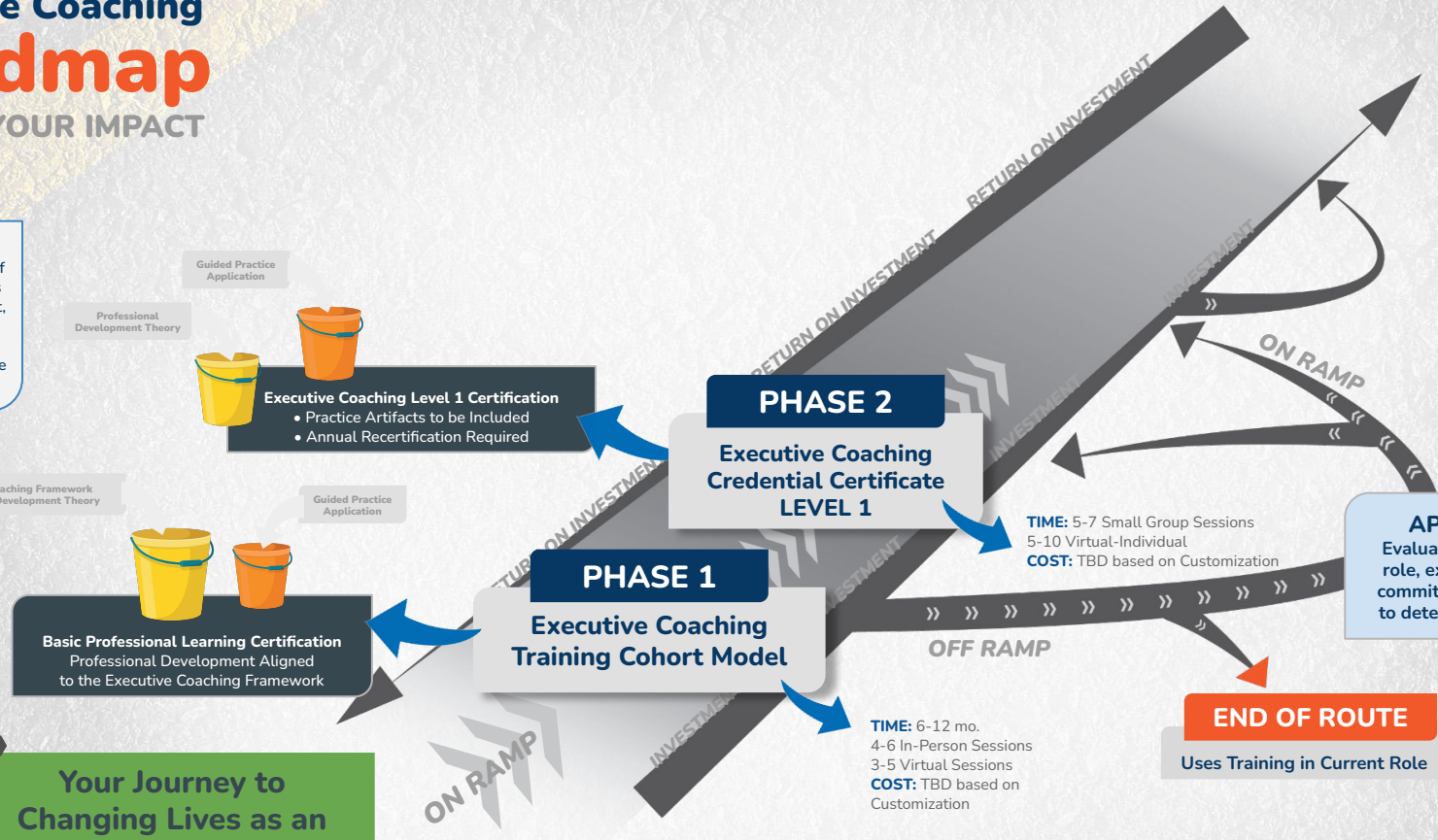
TIME: 6-12 mo.
4-6 In-Person Sessions
3-5 Virtual Sessions
COST: TBD based on
Customization



Executive Coaching Roadmap

ELEVATE YOUR IMPACT

Executive Coaching is the manifestation of servant leadership as one seeks to draw out, inspire, and develop the best and highest within people from the inside out.



Your Journey to Changing Lives as an Executive Coach
STARTS HERE

- ENTRY APPLICATION**
- Discuss Best Hopes
 - Customized Plan/Track
 - Past Experience
 - Capacity & Commitment

PHASE 1
Executive Coaching Training Cohort Model

Basic Professional Learning Certification
 Professional Development Aligned to the Executive Coaching Framework

PHASE 2
Executive Coaching Credential Certificate LEVEL 1

Executive Coaching Level 1 Certification

- Practice Artifacts to be Included
- Annual Recertification Required

TIME: 6-12 mo.
 4-6 In-Person Sessions
 3-5 Virtual Sessions
COST: TBD based on Customization

TIME: 5-7 Small Group Sessions
 5-10 Virtual-Individual
COST: TBD based on Customization

END OF ROUTE
 Uses Training in Current Role

APPLICATION
 Evaluation of experience, role, expected outcomes, commitment, and capacity to determine Phase 2 or 3

Executive Coaching Roadmap

ELEVATE YOUR IMPACT

Executive Coaching is the manifestation of servant leadership as one seeks to draw out, inspire, and develop the best and highest within people from the inside out.

Executive Coaching Framework
Professional Development Theory

PHASE 1

Basic Professional Learning Certification
Professional Development Aligned to the Executive Coaching Framework

PHASE 2

Executive Coaching Level 1 Certification

- Practice Artifacts to be Included
- Annual Recertification Required

PHASE 3

Executive Coaching Trainer of Others Credentialing

- Training & Coaching Artifacts to be Included
- Annual Recertification Required

PHASE 3

Executive Coaching Trainer of Others Credential Certification

PHASE 2

Executive Coaching Credential Certificate LEVEL 1

PHASE 1

Executive Coaching Training Cohort Model

Your Journey to Changing Lives as an Executive Coach

STARTS HERE

ENTRY APPLICATION

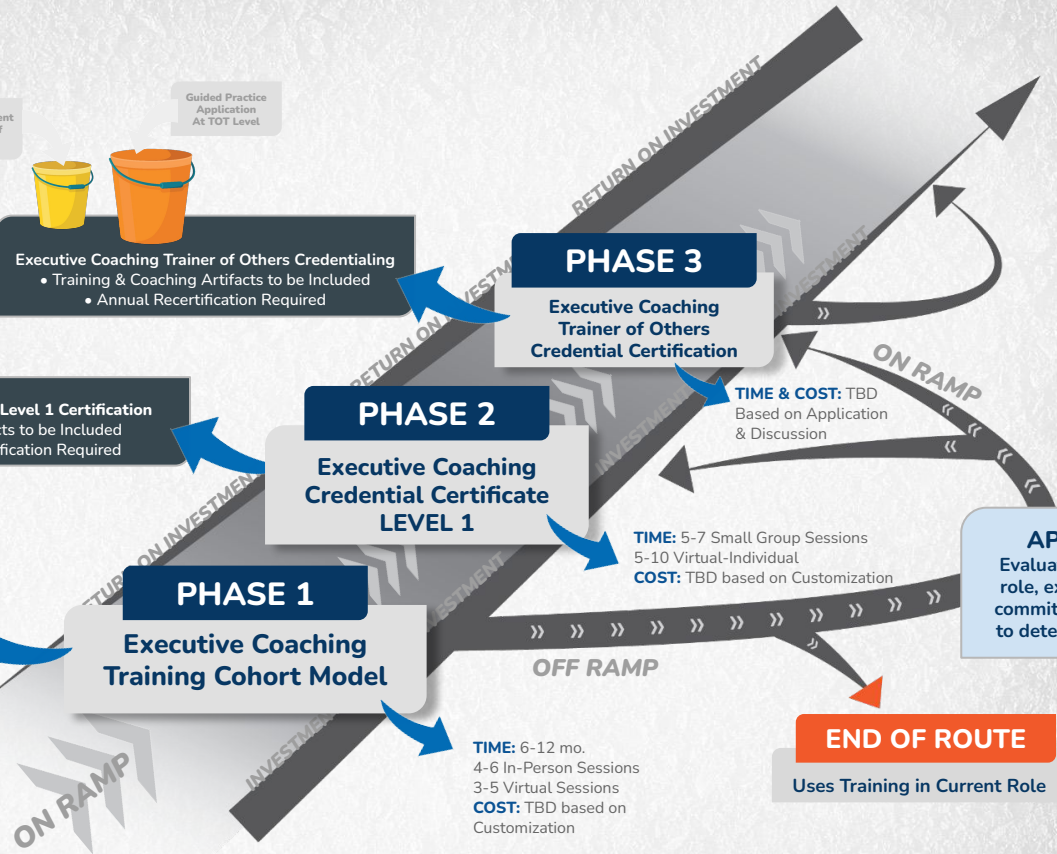
- Discuss Best Hopes
- Customized Plan/Track
- Past Experience
- Capacity & Commitment

APPLICATION

Evaluation of experience, role, expected outcomes, commitment, and capacity to determine Phase 2 or 3

END OF ROUTE

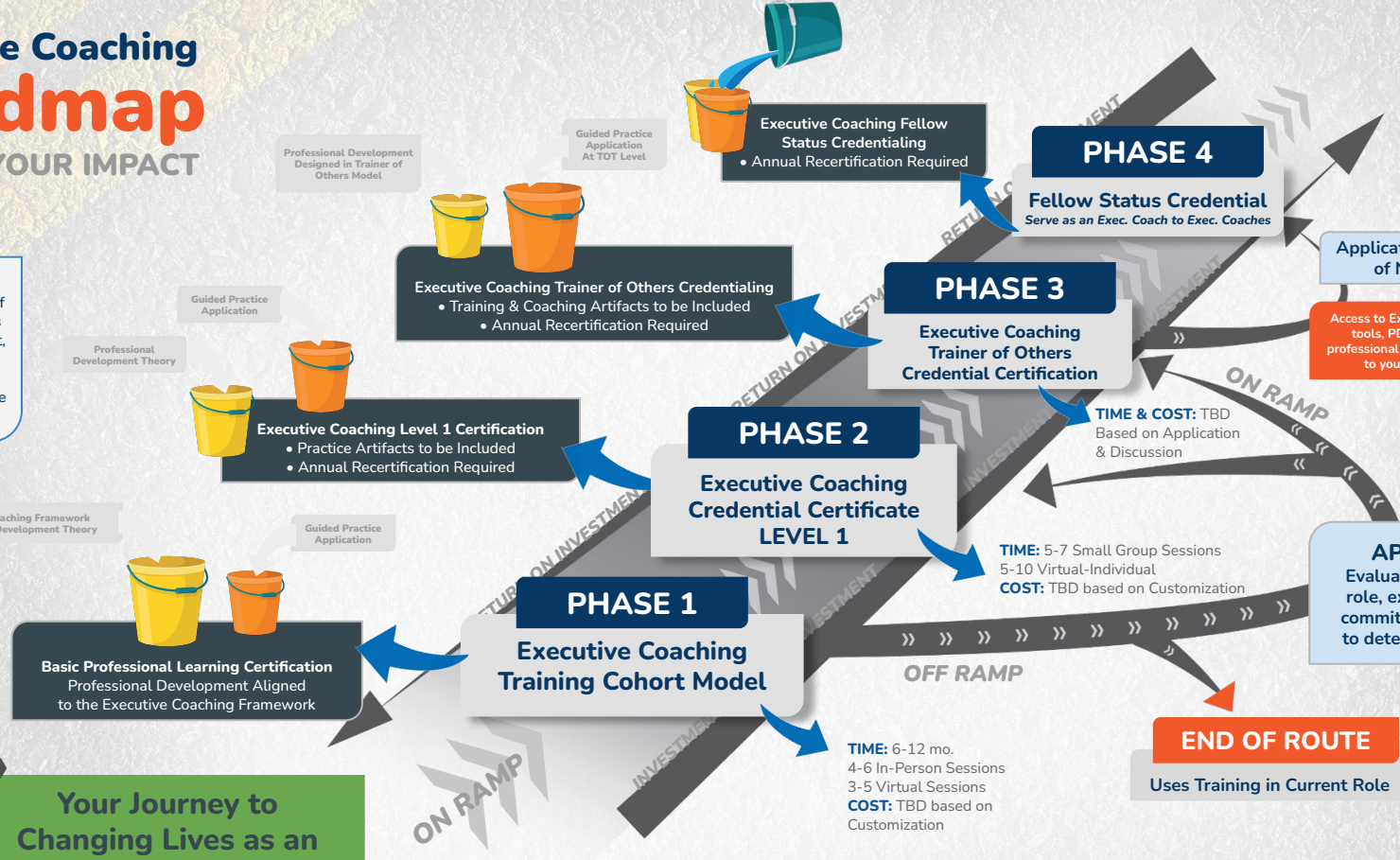
Uses Training in Current Role



Executive Coaching Roadmap

ELEVATE YOUR IMPACT

Executive Coaching is the manifestation of servant leadership as one seeks to draw out, inspire, and develop the best and highest within people from the inside out.



Your Journey to Changing Lives as an Executive Coach
STARTS HERE

- ENTRY APPLICATION**
- Discuss Best Hopes
 - Customized Plan/Track
 - Past Experience
 - Capacity & Commitment

Access to Executive Coaching resources, tools, PD and support to provide professional development and assistance to your team & organization.

APPLICATION
 Evaluation of experience, role, expected outcomes, commitment, and capacity to determine Phase 2 or 3

END OF ROUTE
 Uses Training in Current Role

Invitation



Learning Objectives

Materials Site: r16.us/DPASEC

By the end of our time together, I will:

- **Know** what Executive Coaching is NOT - and what it IS.
- **Understand** the value of the Executive Coaching Framework, the Conversation Guide, and how this may look in action.
- **Be able to** walk away with a vision of potential next steps and future connections.



What is Executive Coaching?



Executive Coaching is...

the manifestation of ***servant leadership*** as one seeks to draw out, inspire, and develop the best and highest within people from the ***inside out***.



The purposes of a person's heart are deep waters, but one who has insight draws them out.

Executive Coaching

What It Is *Not*

Fixing

Coach-driven

Spying

Advice

“I”

Mentoring

Therapy

Consulting

“What I would do is...”

Telling

“When I...”

Being a Friend

Executive Coaching is...

the manifestation of ***servant leadership*** as one seeks to draw out, inspire, and develop the best and highest within people from the ***inside out***.

Please drop your reflection in chat:

What words resonate with you and **why**?

The purposes of a person's heart are deep waters, but one who has insight draws them out.





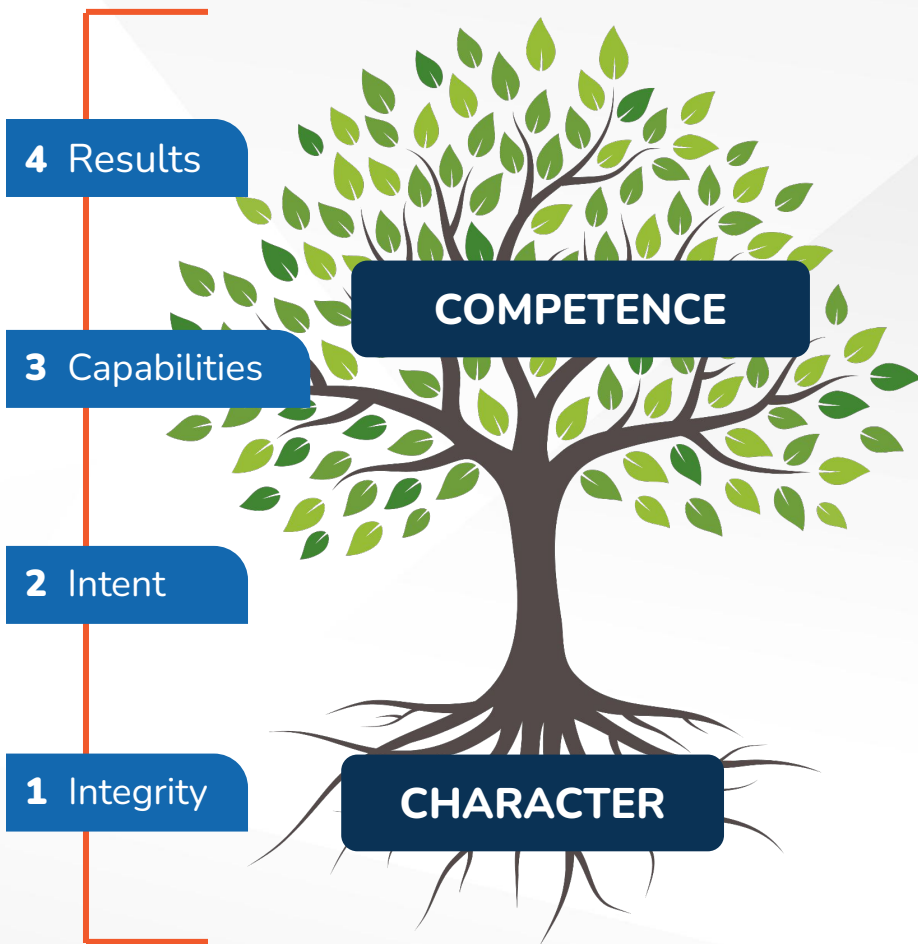
As you review the **Portrait of an Executive Coach**, pull out one characteristic that stands out to you as **the most critical**.

Be prepared to share that and **WHY** you feel it is critical.

The Unseen Essential

TRUST
is the *confidence*
born of the
character and *competence*
of a person
or an organization.

STEPHEN M. R. COVEY





Executive Coaching is...



the manifestation of **servant leadership** as one seeks to draw out, inspire, and develop the best and highest within people from the **inside out**.

Executive Coaching seems to be like _____ because _____.

Chat Waterfall:

- *Type First*
- *Wait to Press Enter*

Inspiring Champions



Champions Take Action!

**You have one minute
to find and bring to
the camera anything
in your “office”
related to being a
CHAMPION!**

Be prepared to SHARE!



Learning Objectives

By the end of our time together, I will:

- **Know** what Executive Coaching is NOT - and what it IS.
- ➔ **Understand** the value of the Executive Coaching Framework, the Conversation Guide, and how this may look in action.
- **Be able to** walk away with a vision of potential next steps and future connections.



In the Ring



Executive Coaching Framework

Executive Coaching **Framework**



Executive Coaching is the manifestation of servant leadership, as one seeks to draw out, inspire and develop the best and highest within people from the inside out.

This structured framework defines the essence of Executive Coaching while also functioning as a versatile tool empowering coaches to customize their strategies. By leveraging this framework, Executive Coaches are equipped to inspire others, facilitating the realization of their utmost potential both professionally and personally.

Executive Coaching Framework

Executive Coaching **Framework**



Executive Coaching is the manifestation of servant leadership, as one seeks to draw out, inspire and develop the best and highest within people from the inside out.



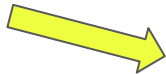
This structured framework defines the essence of Executive Coaching while also functioning as a versatile tool empowering coaches to customize their strategies. By leveraging this framework, Executive Coaches are equipped to inspire others, facilitating the realization of their utmost potential both professionally and personally.

Executive Coaching Framework

Executive Coaching **Framework**



Executive Coaching is the manifestation of servant leadership, as one seeks to draw out, inspire and develop the best and highest within people from the inside out.



This structured framework defines the essence of Executive Coaching while also functioning as a **versatile** tool empowering coaches to customize their strategies. By leveraging this framework, Executive Coaches are equipped to inspire others, facilitating the realization of their utmost potential both professionally and personally.

Executive Coaching **Framework**



ECF Level 1: Foundational/Relational/Preparation

Essential Actions

- 1.1 Demonstrates Ethical Practice
- 1.2 Cultivates Trust
- 1.3 Embodies a Coaching Mindset
- 1.4 Leverages the "SCARF model" to Increase Effectiveness
- 1.5 Leverages the Commitment/Capacity Coaching Quadrant Model
- 1.6 Defines the Relationship through a Partnership Agreement

ECF Level 2: Entering the Conversation

Essential Actions

- 2.1 Understands Life as a Series of Conversations
- 2.2 Enters the Conversation with Intentionality and Purpose

ECF Level 3: Leveraging the Art of Coaching

Essential Actions

- 3.1 Communicates Effectively
- 3.2 Identifies the Type of Coaching
- 3.3 Uses Effective Coaching Language, Tools and Techniques
- 3.4 Uses the Power of Silence Effectively
- 3.5 Coaches Client through Systems Level Thinking to Impact Outcomes

ECF Level 4: Exiting the Conversation

Essential Actions

- 4.1 Summarizes the Conversation
- 4.2 Articulates Next Steps and Seeks Clarity
- 4.3 Seeks Feedback

ECF Level 5: Measuring Outcomes (Performance Management)

Essential Actions

- 5.1 Coaches Client through Change Leadership
- 5.2 Coaches Client through the Realization of Potential Impact, Results and Applicable Adjustments
- 5.3 Coaches Client through the Design of a System of Ongoing Communication to Various Stakeholders
- 5.4 Coaches Client through a Cadence of Celebrations Based on Identified "Wins"

ECF Level 6: Cultivating Growth and Adding Value

Essential Actions

- 6.1 Coaches Client through the Integration of New Awareness into Actionable Behaviors
- 6.2 Celebrates Client's Progress and Success

ECF Level 1: Foundational/Relational/Preparation

Essential Actions

1.1: Demonstrates Ethical Practice

Key Concepts

Resources

- [International Coaching Federation \(ICF\) Code of Ethics](#)
- [BCC Code of Ethics](#)

1.2: Cultivates Trust

Key Concepts

- Character
- Integrity; Speaking the Truth
- Intent
- Competence
- Capability
- Results Focused
- Trust Accelerators
 - Integrity Accelerators
 - Congruence
 - Humility
 - Courage
 - Intent Accelerators
 - Motives
 - Capability Accelerators
 - Talents, Attitudes, Skills, Knowledge, Style
 - Results Accelerators
 - Identifying Measures of Success

Resources

- [Franklin Covey- 4 Essential Roles](#)
- [Inspiring Trust](#)
- [Masterfully Building Trust](#)
- [Sample Trust Inventory 1](#)
- [Sample Trust Inventory 2](#)
- [Sample Trust Inventory 3](#)
- [The Trust Outlook](#)
- [Trust and Inspire](#)
- [Stephen M.R Covey - Trust and Inspire](#)
- [Six Key Communication Techniques to Build Trust and Inspire Your Team](#)
- [Command and Control Leadership is Dead](#)

1.3: Embodies a Coaching Mindset

Key Concepts

- Client-Centered
- Purpose-Driven
- Servant-Leader
- Flexible
- Curious
- Value of Distributive Leadership

1.4: Leverages the "SCARF" Model to Increase Effectiveness

Key Concepts

- Status
- Certainty
- Autonomy
- Relatedness
- Fairness

Resources

- [SCARF Model](#)

1.5: Leverages the Commitment/Capacity Coaching Quadrant Model

Key Concepts

- Evaluate, Upskill, Act

Resources

- [Commitment/Capacity Coaching Quadrant Model](#)

1.6: Defines the Relationship through a Partnership Agreement

Key Concepts

- Establishment of Partnership and Purpose
- Roles and Responsibilities of Coach and Client(s)

Resources

- [Executive Coaching Partnership Agreement](#)

ECF Level 2: Entering the Conversation

Essential Actions

2.1: Understands Life as a Series of Conversations

Key Concepts

- Making Every Conversation Matter

Resources

- [Atomic Habits: Habits FAQ](#)

2.2: Enters the Conversation with Intentionality and Purpose

Key Concepts

- Helping Others Get Clear about What They Want
- Beginning with the End in Mind
- Leveraging the "Which Means" Strategy
- Leveraging the "Intention, Attention, Action Pyramid"

Resources

- [Executive Coaching Conversation Guide](#)
- [Results Coaching Next Steps: Leading for Growth and Change](#)

ECF Level 3: Leveraging the Art of Coaching

Essential Actions

3.1: Communicates Effectively

Key Concepts

- Committed Listening
- Considers Context
- Paraphrases for Synthesis
- Integrates Aligned Body Language
- Discerns Themes and Patterns

Resources

- [The Art of Listening in Coaching](#)

3.2: Identifies the Type of Coaching

Key Concepts

- Planning-Focused
- Solution-Focused
- Goal-Focused
- Reflection-Focused
- Use of Awareness and Discernment to Adjust from Coaching to Consulting, only when needed, based on Circumstances

3.3: Uses Effective Coaching Language, Tools, and Techniques

Key Concepts

- Considers Client Experience, Context, Situation in Determining Approach
- Presumes Positive Intent
- Maintains Presence
- Demonstrates Authenticity
- Asks Powerful Questions
- Invites the Client to Explore Possibilities
- Asks Reflective Questions
- Challenges the Client as a Way to Evoke Awareness or Insight
- Remains Inspirational
- Uses We/Us rather than I
- Guides the Client to Explore beyond Current Thinking and in Reframing Perspectives
- Maintains Reflection in Order to Identify What is Enhancing Client Progress

Resources

- [Assuming Positive Intent](#)
- [Asking Powerful Questions](#)
- [The Value of Requesting](#)
- *Results Coaching Next Steps: Leading for Growth and Change* by Kathy Kee & Vicky Dearing
- [Atomic Habits: Discussion Questions](#)
- [Emotions - What Do We Do with Them](#)

3.4: Uses the Power of Silence Effectively

Key Concepts

- Models Intentionality
- Provides Space for Silence, Pause, or Reflection

Resources

- [Silent Coaching](#)

3.5: Coaches Client through Systems Level Thinking to Impact Outcomes

Key Concepts

- Understanding the Value of Macro and Micro Decisions
- Systems Development: Developing, Attending To, & Maintaining Systems
- Focus: Where to Spend Disproportionate Energy. Understanding the Key is Not to Prioritize What is on Your Schedule, But to Schedule Your Priorities.

Resources

- [Systems Level Thinking Analogies](#)
- [The 4 Disciplines of Execution](#)
- [The 4DX Method](#)
- [Big Rock Video, Covey](#)
- [Important vs. Urgent Matrix Model Video Resource](#)
- [The Covey Time Management Matrix](#)
- [Impact/Effort Matrix](#)

ECF Level 4: Exiting the Conversation

Essential Actions

4.1: Summarizes the Conversation

Key Concepts

- Paraphrases Key Points of the Conversation

4.2: Articulates Next Steps and Seeks Clarity

Key Concepts

- Determines What Must Be Accomplished
- Provides a Summary, with Next Steps

4.3: Seeks Feedback

Key Concepts

- Seeks Feedback on Effectiveness
 - What worked about this conversation to support your continual growth?
- Seeks Feedback on Adjustments
 - What might I adjust, as a coach, to increase my effectiveness with you and with others?

ECF Level 5: Measuring Outcomes (Performance Management)

Essential Actions

5.1: Coaches Client through Change Leadership

Key Concepts

- Perseverance
- Key Elements Needed for Successful Change
- First- and Second-Order Change

Resources

- *A Beautiful Constraint* by Adam Morgan and Mark Barden
- *10 Leadership Virtues for Disruptive Times, Coaching your Team through Immense Change and Challenge*, by Tom Ziglar
- [Essential Element Model](#)
- [First- and Second-Order Change](#)
- [5 Critical Steps in the Change Management Process](#)
- [A Speedometer for Change by Admired Leadership](#)
- [Inspiring Quotes](#)
- [5 Cs of Change Management](#)
- [5 Insights for Leading and Managing Change in Your School](#)
- [7 Rs of Change Management](#)

5.2: Coaches Client through the Realization of Potential Impact, Results and Applicable Adjustments

Key Concepts

- Identification of "Breakthrough Goals and Achievable Results"
- Identification of Leading and Lagging Indicators, including Key Data Points to Increase the Value of Goal Attainment
- Development of Performance Management Plans Designed to Track and Review Progress toward Predefined Goals
- Adjustments to Impact Outcomes based on Key Data Points

Resources

- *The 4 Disciplines of Execution* by Covey

5.3: Coaches Client through the Design of a System of Ongoing Communication to Various Stakeholders

Key Concepts

- Identification of "Who, How, When"
- Seeking Input and Feedback from Stakeholders
- Use of Feedback to Inform Strategy Development

5.4: Coaches Client through a Cadence of Celebrations based on Identified "Wins"

Key Concepts

- Identification of Key Milestones
- Identification of Key Players or Groups to be Acknowledged
- Designing a Cadence of Celebrations that Connects Progress to Future Motivation

Resources

- *The Culture Code* by Daniel Coyle
- *Big Potential: How Transforming the Pursuit of Success Raises Our Achievement, Happiness, and Well-Being* by Shawn Achor
- [Navigating Success: A Cadence of Celebrations Questioning Guide](#)
- [Celebrate the Win](#)
- [Acknowledge and Celebrate](#)
- [Celebrating Milestones](#)
- [Celebrate Your Clients' Achievements](#)
- [Building a Winning Culture](#)
- [Celebrate to Amplify](#)
- [The Power of Nearing the Finish Line by Admired Leadership](#)
- [The Decision Tree in Coaching](#)

ECF Level 6: Cultivating Growth and Adding Value

Essential Actions

6.1: Coaches Client through the Integration of New Awareness into Actionable Behaviors

Key Concepts

- Encouragement of Reflection on New Insights and Practical Implementation
- Transfer of Realizations to Similar Situations
- Analysis of Actions and Behaviors, Aligning with Aspirations
- Metacognitive Discernment of Coaching Opportunities
- Development of Coaching Behaviors for Self Using the Executive Coaching Framework

Resources

- [Atomic Habits: How to Apply These Ideas](#)

6.2: Celebrates Client's Progress and Success

Key Concepts

- Self-Reflection
- Recognition, Acknowledgment, and Celebrations
- Embedding Coaching Skills when Coaching Other Leaders
- Realization of Value of Executive Coaching for Self and Others
- Skill Development Engagement, Increasing Coaching Capacity

Resources

- [Executive Coaching Tools and Resources](#)

Executive Coaching Framework

Executive Coaching **Framework**



Executive Coaching is the manifestation of servant leadership, as one seeks to draw out, inspire and develop the best and highest within people from the inside out.

This structured framework defines the essence of Executive Coaching while also functioning as a versatile tool empowering coaches to customize their strategies. By leveraging this framework, Executive Coaches are equipped to inspire others, facilitating the realization of their utmost potential both professionally and personally.

Defining Value

Executive Coaching **Framework**



Executive Coaching is the manifestation of servant leadership, as one seeks to draw out, inspire and develop the best and highest within people from the inside out.

This structured framework defines the essence of Executive Coaching while also functioning as a versatile tool empowering coaches to customize their strategies. By leveraging this framework, Executive Coaches are equipped to inspire others, facilitating the realization of their utmost potential both professionally and personally.

In Random Breakout Rooms of 4:

- 5 min
- Choose a reporter.
- Discuss: **As a LEADER focused on empowering OTHERS to increase their potential, how might the “Executive Coaching Framework” elevate the impact of my actions?**
- Reporters, be prepared to share in chat or to speak.

In the Ring



Executive Coaching Framework

Conversation Guide



Alignment
Resources

Portion of the
Conversation

Possible Questions
for the Coach (YOU)

Possible Questions
for the Coachee
(the Executive)

Your Draft
Coaching Notes

Guided Paths



Executive Coaching Framework

Conversation Guide



Alignment Resources	Portion of the Conversation	Possible Questions for the Coach (YOU)	Possible Questions for the Coachee (the Executive)	Your Draft Coaching Notes
ECF: 1.1-1.6	PRE-WORK	<ul style="list-style-type: none"> • Will agendas be created together for the conversation/meetings? • Have you established TRUST, and do you understand the Status, Certainty, Autonomy, Relatedness, and Fairness (SCARF) of this coach/coachee relationship? • What is my working knowledge of this leader, the organization, and the people? What gaps do I need to fill or research? • _____ 	<ul style="list-style-type: none"> • Have you worked with a coach before? • What is your preference or style (Business Chemistry) for conversations or decisions? • _____ • _____ • _____ 	

LIFE

is a series of
conversations.

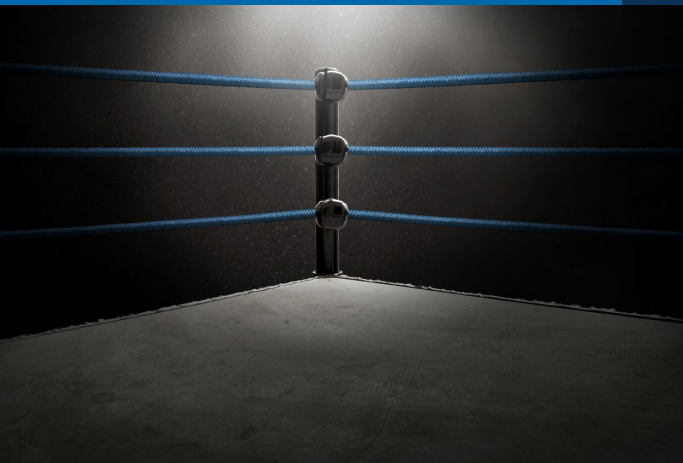


ECF Lever 2: Entering the Conversation

Essential Actions

2.1 Understands Life as a Series of Conversations

Invitation to Step into the Ring



Reflect upon the most recent conversation you had before our time together today.

As you consider the **CONVERSATION GUIDE** alongside the **EXECUTIVE COACHING FRAMEWORK**, what action might you now envision taking to step into the role of an executive coach if you received a “do-over”?

Be ready to share.

Learning Objectives

By the end of our time together, I will:

- **Know** what Executive Coaching is NOT - and what it IS.
- **Understand** the value of the Executive Coaching Framework, the Conversation Guide, and **how this may look in action.**
- **Be able to** walk away with a vision of potential next steps and future connections.



Essential Equipment

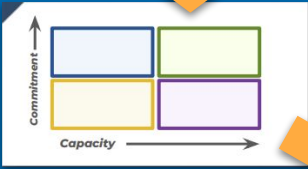


In Action

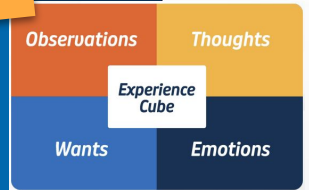
Executive Coaching Framework

Executive Coaching Framework Conversation Guide

Initiative/Program/Situation/Need



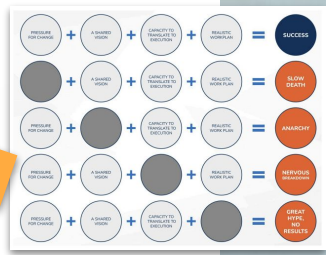
Executive Coaching Partnership Agreement



Systems Development Macro to Micro Questioning Protocol



	Urgent	Not Urgent
Important	Quad I Activities <ul style="list-style-type: none"> Crisis Pressing Problems Deadline Driven Results <ul style="list-style-type: none"> Stress Burn-out Crisis management Always putting out fires 	Quad II Activities <ul style="list-style-type: none"> Prevention, capability improvement Relationship building Recognizing new opportunities Planning, recreation Results <ul style="list-style-type: none"> Vision, perspective Balance Discipline Control Few crisis
Not Important	Quad III Activities <ul style="list-style-type: none"> Interruptions, some callers Some email, some reports Some meetings Proximate, pressing matters Popular activities Results <ul style="list-style-type: none"> Short term focus Crisis management Reputation—chameleon character See goals/ plans as worthless Feel victimized, out of control Shallow or broken relationships 	Quad IV Activities <ul style="list-style-type: none"> Trivia, busy work Some email Personal social media Some phone calls Time wasters Pleasant activities Results <ul style="list-style-type: none"> Total irresponsibility Fired from jobs Dependent on others or institutions for basics



Quick Moves on the Mat

The Unseen Essential: TRUST

Accelerators

Performance Management
Results

Talents, Attitudes, Skills,
Knowledge, Style

Motives

Congruence

Humility

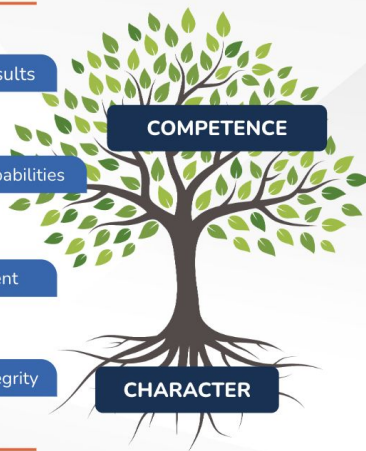
Courage

4 Results

3 Capabilities

2 Intent

1 Integrity



The Experience Cube

Great executive coaches excel at prompting clients to deeply reflect on the entirety of the situation, taking into account all stakeholders who will be affected by forthcoming changes. They adeptly employ strategic questioning techniques, guiding clients to explore their experiences from multiple perspectives, thus uncovering potential blind spots. In situations where clear communication is paramount, the "experience cube" serves as a valuable tool, fostering a comprehensive understanding among all parties involved.

What will they actually see?

What might they actually notice?

What might they choose from the vast body of information coming at them to focus on and why?

What do they envision is happening?

What might they want to happen?

How do those compare with what actually needs to happen?

Observations

Thoughts

Experience
Cube

Wants

Emotions

What might they think is happening?

How might they interpret what is happening?

What might they believe is going on and why?

What might they be feeling?

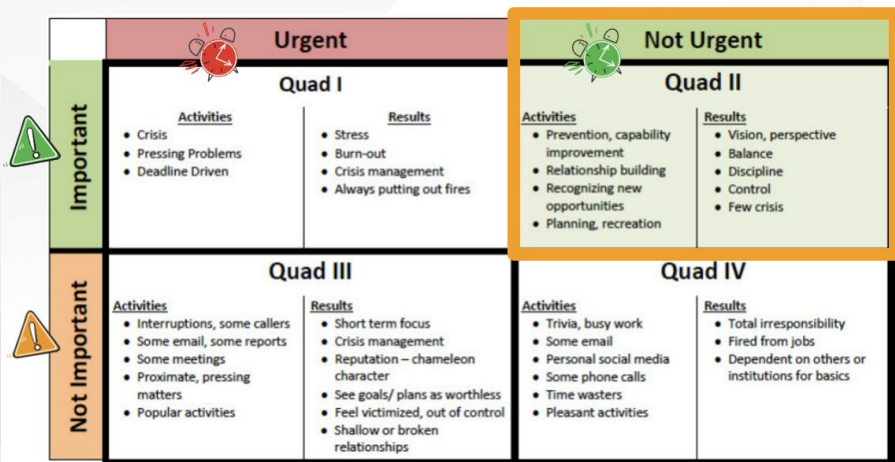
What emotions might they be experiencing?

What particular feelings are they exhibiting?

How might you describe a possible emotional reaction?

Quick Moves on the Mat

Important vs. Urgent



Commitment/Capacity Coaching Quadrant Model



Attributes: Resourceful Problem Solver, Effective Communicator, Self-Motivated and Independent, Highly Driven, Exceptionally Adaptable, Profoundly Flexible, Astute Situational Awareness, Discriminating Judgment

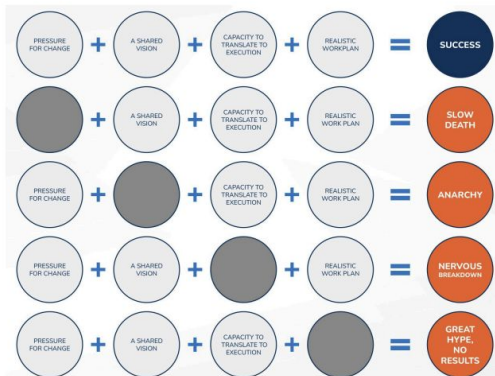
Capacity →

Quick Moves on the Mat

Coaching Through Change Leadership Essential Elements Model

As an executive coach, we enhance value by posing pivotal questions that aid others in envisioning pathways to progression within both present and forthcoming constraints.

The notion of "collective will" – the embodiment of a common interest – may be perceived as powerful, yet intangible. However, Michael Hay has imbued this concept with tangibility through the diagram depicted below. This diagram serves as a valuable instrument, catalyzing pertinent discussions from the outset and continuing throughout the change leadership process.



Systems Development

Macro to Micro Questioning Protocol

A questioning protocol that moves from macro to micro thinking, and then back to macro thinking, can be highly effective in Executive Coaching, as it helps clients explore their goals, strategies, and actions at various levels of detail.

The goal of this protocol is to encourage reflection, strategic thinking, and actionable insights.



PHASE 1 Macro-Level Exploration



Viewing through a Telescope

Vision:

- What is your long-term vision for your role and the organization?
- What specific milestones or achievements represent the realization of your vision?

Mission:

- What is the core purpose of your organization?
- How does your mission statement guide your strategic decisions as a leader, or as a leadership team?



PHASE 2 Mid-Level Analysis



Seeing with Your Own Eyes

Strategic Priorities:

- Based on the data gathered, what process do you envision using to identify and prioritize your strategic priorities?
- Based on data, what are the two to three strategic priorities you choose to focus on as an organization?
- How do these priorities align to your vision and mission?
- How might these priorities contribute to the overall success and growth of the organization?
- Are there conflicting priorities that come to mind and how might those be resolved?

THERE'S the BELL!

Knowing today is an invitation to preview and step your toes in the ring, drop a word or phrase in chat that summarizes what you're thinking now.

Be ready to share.



Learning Objectives

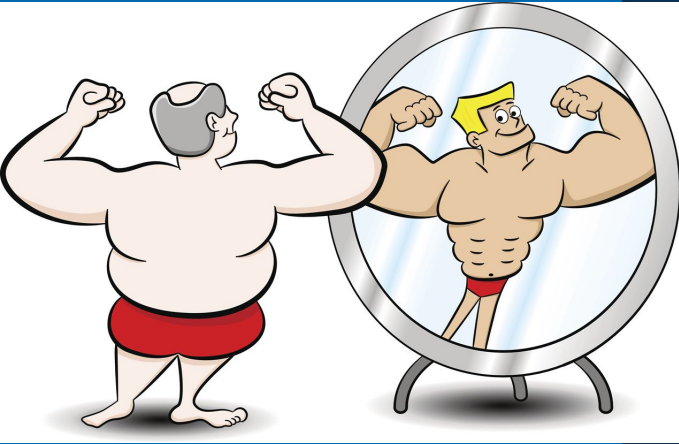
By the end of our time together, I will:

- **Know** what Executive Coaching is NOT - and what it IS.
 - **Understand** the value of the Executive Coaching Framework, the Conversation Guide, and how this may look in action.
- ➔ **Be able to** walk away with a vision of potential next steps and future connections.





Visioning



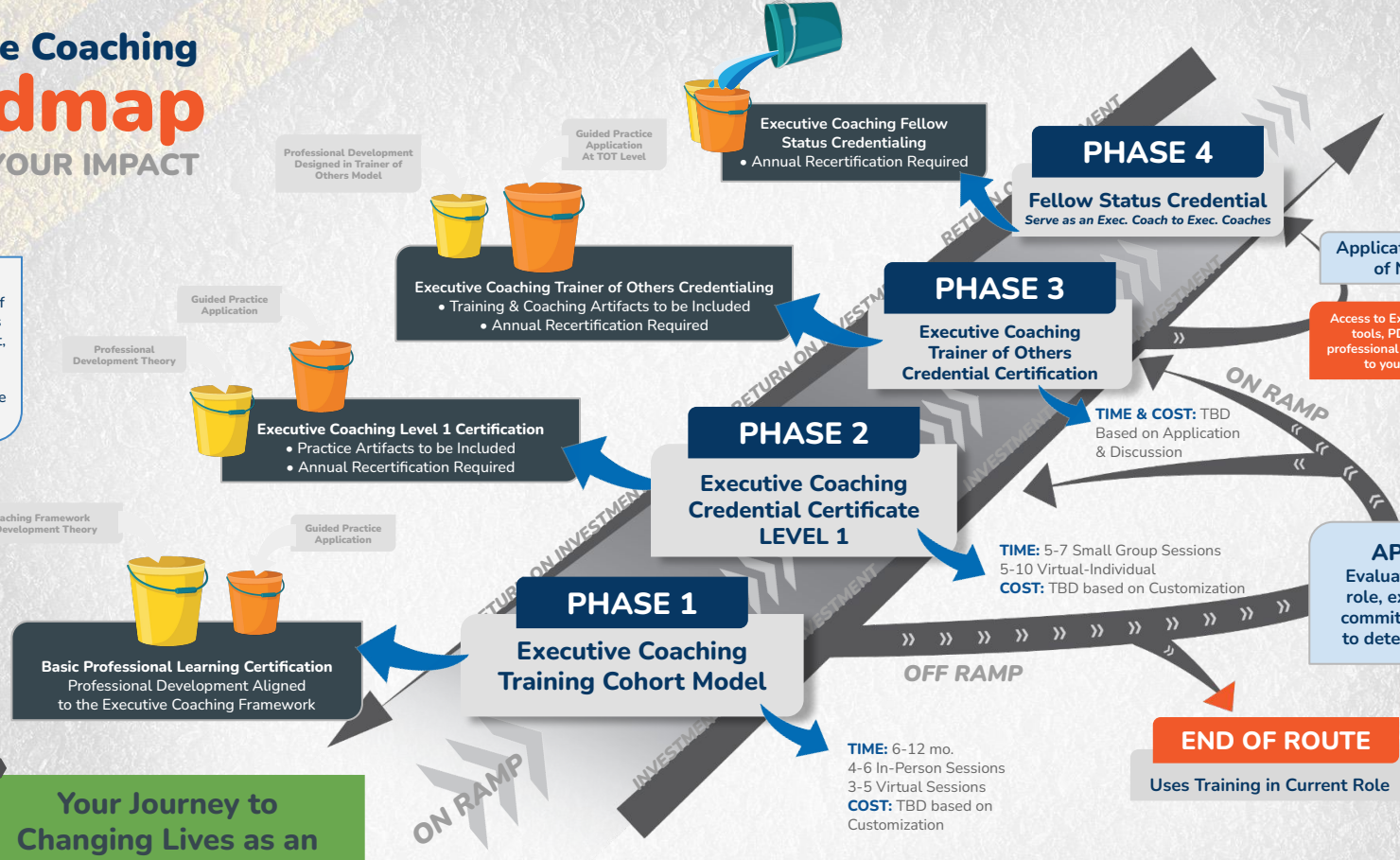
- **Personal Insight**
 - As a state leader, what connections have surfaced for you personally?
- **Professional Insight**
 - In your programmatic work, when have you come across opportunities for executive coaching?
- **Your Best Hope after “Viewing the Ring” today**
- **What are You Still Wondering?**

YOUR VISION

Executive Coaching Roadmap

ELEVATE YOUR IMPACT

Executive Coaching is the manifestation of servant leadership as one seeks to draw out, inspire, and develop the best and highest within people from the inside out.



Your Journey to Changing Lives as an Executive Coach
STARTS HERE

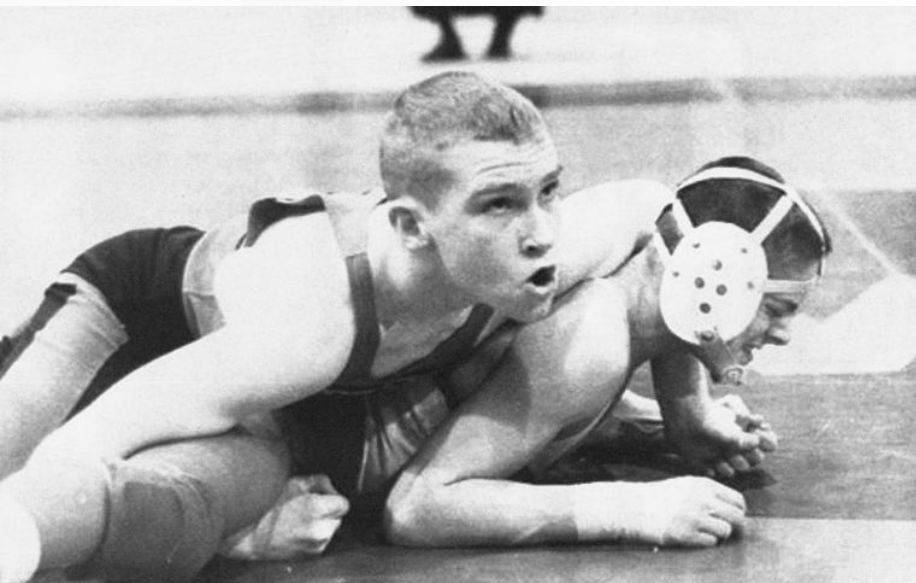
- ENTRY APPLICATION**
- Discuss Best Hopes
 - Customized Plan/Track
 - Past Experience
 - Capacity & Commitment

Access to Executive Coaching resources, tools, PD and support to provide professional development and assistance to your team & organization.

APPLICATION
 Evaluation of experience, role, expected outcomes, commitment, and capacity to determine Phase 2 or 3

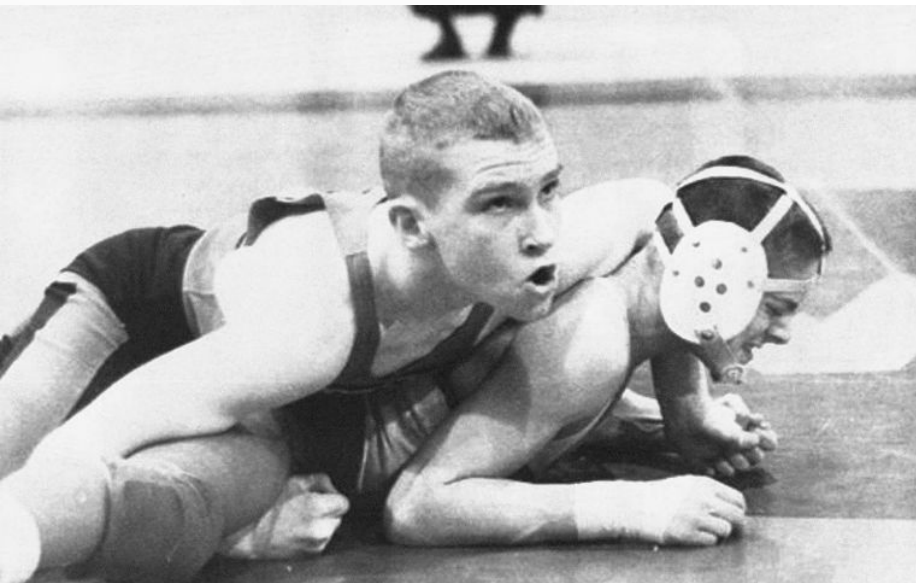
END OF ROUTE
 Uses Training in Current Role

In Closing...



Dan Gable

Dan Gable



“How important is it to you?”

Executive Coaching

*A good coach can change a moment.
A great coach can change a life.*





Thank you!

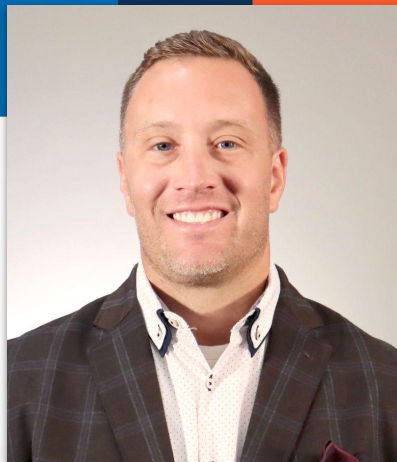
[Click here for additional information.](#)

In Your Ring



Tanya Larkin, Ed.D.
Executive Director
REGION 16 ESC

Tanya.Larkin@esc16.net
806.677.5075



Nathan Maxwell, Ed.D.
Associate Executive Director
REGION 16 ESC

Nathan.Maxwell@esc16.net
806.677.5130



Christine Scroggs
Assistant Director
of Executive Coaching
REGION 16 ESC

Christine.Scroggs@esc16.net
806.677.5275



Cassie Swan
Performance Management
& Data Analyst
REGION 16 ESC

Cassie.Swan@esc16.net
806.677.5282

Citations

- Photo Credits
 - <https://www.radiotimes.com/tv/sport/wrestling/best-wwf-female-world/>
 - <https://confinescollectibles.com/products/ric-flair-signed-wwf-championship-belt-isa-wwf-16xworld-champion-n-w-a-hof>
 - <https://leaderheadgear.com/products/test-wrestling-headgear-earguard-xp-youth-black>