# Executive Coaching Overview

# Texas Strategic Leadership June 19, 2024

**TSL Statewide Kickoff** 

LEAs and ESC TSL Teams: A room full of INCREDIBLE LEADERS







## Region 16 ESC Executive Coaching Team



**Tanya Larkin, Ed.D.**Executive Director



Nathan Maxwell, Ed.D.
Associate Executive Director



Syd Sexton
Executive Coach
and TSL Lead



Lawana Pulliam

Executive Coach
and TSL Lead





Rene Cano
Executive Coach
and TIL Lead



Cassie Swan
Performance Management
& Data Analyst



Christine Scroggs
Assistant Director
of Executive Coaching



Stephanie Phillips, Ed.D.

Executive Coach



# Where Do We Fit?



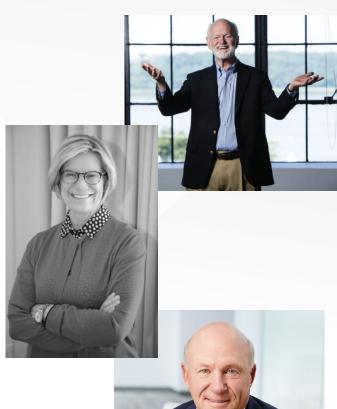
# Executive Coaching













We have coaches.

We **use** our coaches.

We **seek** them out.



## WHY a Focus on Executive Coaching



#### Core Idea

Everyone needs a coach.

#### What We Heard from the Field

"Superintendents **deserve** customized, highly effective coaching."

"My best development has been from my former executive coach. He made me a better leader."

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.







#### Servant Leader

Executive Coaches epitomize the essence of servant leadership, aimed at eliciting, inspiring, and nurturing individual innate potential from within, guided by a personalized sense of purpose.

#### Continual Learner

Executive Coaches are perpetual learners, continuously honing their skills through ongoing education, introspection, soliciting guidance from mentors, and nurturing a growth-oriented mindset.







A

#### Intentional Communicator

Executive Coaches excel in communication through dedicated, active listening, employing deliberate questioning strategies to identify recurrent themes and patterns, guiding clients to delve beyond their existing thought paradigms, and facilitating the cultivation of newfound awareness and insight.

#### **Trusted Partner**

Executive Coaches serve as steadfast partners, cultivating robust client relationships anchored in trust, mutual respect, empathetic engagement, ethical conduct, unwavering honesty, a servant-leadership ethos, and collaborative endeavors.



#### Inspiring Motivator

Executive Coaches provide inspirational guidance to empower clients in reaching their utmost potential, by skillfully facilitating the realization of tangible outcomes and seamlessly integrating newfound awareness into actionable behaviors.

#### **Strategic Challenger**

Executive Coaches leverage their keen awareness and discernment to shillfully steer clients towards transcending their current mindset, with a focus on adapting to the specific circumstances and client requirements at hand. Simultaneously, they exemplify intentionality and purpose throughout the coaching process.

#### Who We are to BE



## **Executive Coaching**

# What It Is Not

**Fixing** 

Coach-driven

Spying

**Advice** 

"]"

Mentoring

Therapy

**Consulting** 

"What I would do is..."

Telling

"When I..."

Based on one coaching model

Being a Friend



### Who We are to BE

#### "Stealth coaching doesn't work.

For high impact coaching to work, there needs to be **clear coaching goals** and both coach and client need to be **fully committed** to making it work.

That doesn't happen by 'stealth' coaching."



#### Value Added



We really appreciate the invaluable support and executive coaching we've received from our TSL ESC team, recognizing the transformative impact of their coaching. Because of the strength of our partnership with our regional TSL ESC Team, we can talk openly and honestly with each other.

These conversations are crucial for making progress and navigating challenges with confidence, for me as a leader, for our team, and for our district as a whole. Ultimately, it's all about working together to make sure our students succeed.

<sup>-</sup>Texas Superintendent



# Your Trusted Partner





# Creating a Masterpiece









# Thank you!



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## **Citations**

• 1. https://www.planetk2.com/blog/performance-coaching-coaching-and-mentoring/