

Leadership Coaching Model

PURPOSE of Leadership Coaching: To invest, inspire and support team/group leaders in leadership and life

GOAL of Leadership Coaching: Every team/group leader has a coach

OBJECTIVES of Coaching:

- *Invest* in leaders to ensure they are healthy (relationally, emotionally, mentally and spiritually)
- *Inspire* leaders in their leadership role
- *Support* leaders in their leadership and life

RMA EXPECTATIONS of a Coach:

- 4 **Appointments** (1:1 to invest in the person) per year with the team/group leader
- 1 **Contact** per month, with Team/Group Leader to connect, check-in, encourage, or support (*phone calls, text messages, emails*)
- 1 **Building Time** per year with the Team/Group Leader and spouse if applicable (*spending time in a shared experiences to build the relationship, could be attending an event or getting dinner together*)
- **Pray** for the Team/Group Leader weekly
- Be available to the Team/Group Leader, however they need

5 TYPES of Leadership Coaching Conversations:

#1 “Checking the RPM’S” Conversations: RPM’s conversations provide accountability and encouragement in four key areas of the leader’s life – (1) Relational, (2) Physical, (3) Mental, (4) Spiritual

#2 Envisioning Conversations: Leaders need a coach to come alongside them, and with confidence say, “I see in you...” They need to know that someone believes God has a big dream for them.

#3 Empowering Conversations: Empowering conversations are where a coach is asking a leader to take the big next step on their leadership journey. We refer to these conversations as “making a big ask.” An “ask” is that pivotal conversation when a coach sits across from a leader and asks them to step up and lead in a more influential way.

#4 Truthful Conversations: There are times when a coach needs to have tough and truthful conversations with a leader. Personal growth often requires honest conversations.

#5 “The 6 Coaching Questions” Conversations: The simplest and yet most effective way to have a Leadership Coaching Conversation, is by a coach simply asking the following 6 questions every time they meets with a leader.

- **(1) How are you?:** Since the heart of effective coaching is relational, starting with this question helps to see how the leader is really doing.
- **(2) Where/how are you winning?:** This question helps start the conversations with where the leader is feeling successful. It provides an opportunity for encouragement.
- **(3) What challenges are you experiencing?:** This questions gives the leader an opportunity to talk about the things where development, help, or guidance may be needed in their life or leadership.
- **(4) How will you tackle those challenges?:** The best way to serve a leader is not to solve their problems for them, but to help them tap into the wisdom and insight God has already given them. This question helps the coach draw those answers/solutions out of the leader.
- **(5) How can I help you?:** This question helps a coach discern if/how they can help the leader.
- **(6) How can I pray for you?:** The best way to wrap up a leadership coaching conversation is to ask the leader how they need prayer, and then to take a few moments to pray.