

RW Conference Workshop Outline **The Model for RW Coaching**

Workshop Description: The RW model of coaching will be presented through discussion, case study and small group work that explores how you can use this approach to help people develop a variety of relational skills

Welcome and Setting the Scene:

Slide 1: Welcome and Introductions.

Slide 2: A Coaching Story: Imagine that you are a RW coach and are approached by someone in your church who asks for your help. Patti and Chip demonstrate.

Slide 3: How Would We Advise Chip?: Each participant turns to 1 or 2 neighbors and briefly discusses the question, "How would we advise Chip?"

Slide 4: Coaching's False Trails: RW Coaching is more than giving good advice, or solving problems. RW Coaching is about helping people learn to be relationally wise.

Slide 5: The RW Coaching Model Is All About: Developing relationally-wise people who possess high levels of Awareness of Self, God and Others and know how to Engage that awareness to build relationships. To get there, we've created a 4-step process

Slide 6: The RW Paradigm (see PowerPoint)

Slide 7: The RW Coaching Model (see PowerPoint)

Slide 8: Build Awareness:

Step 1 – Reflect: We begin with coachees' stories and with identifying two points on their relational maps – where they are with their current skills and where they would like to be instead, i.e., the improvements they would like to make (their goals).

Step 2 – Learn: We help them build greater Awareness of God, Self and Others by using the RW Worksheets and completing RW's online assessment tool. Expanding Awareness in this way increases clarity regarding which skills to develop.

Slide 9: Engage Awareness:

Step 3 – Plan: We Engage expanded awareness by creating a Plan for developing the skills identified in Steps 1 and 2. We discuss the inner and outer aspects of relational skills. Enduring skills flow from transformed hearts.

Step 4 – Apply: Coachees give their Action Plans a try. A schedule is established for completing skills practice, the capstone of which is the Debrief.

RW's Coaching Model Unpacked

Slide 10: Step 1 – Reflect:

The word “coach” derives from the name of the Austrian town where the first modern conveyance for transporting people was built. RW coaching transports people from where they are with their relational skills to where they want to go – a place of improved skills and stronger relationships.

Building Awareness

Step 1 – Reflect

This initial conversation is designed to help draw out detailed understanding of coachees’ stories – where they are relationally and what they want to do better. The RW coach is less a diagnostician who identifies what’s wrong and prescribes solutions, than a guide who helps coachees figure out and solve their own relational concerns.

Demo: Patti and Chip continue their coaching conversation.

Telling the Story and identifying points of relational struggle and skills that could address those struggles are the goals of Step 1.

Slide 11: Step 2 - Learn

The RW Worksheets help coachees consider their stories deeply by becoming more Aware of God, Self and Others – the RW paradigm. Refined Awareness often leads to revisions regarding which skills they want to acquire and why.

Demo: Patti and Chip demonstrate the SOG Worksheet, focusing on “Self-Aware.” At the conclusion, Patti asks Chip to answer the Worksheet’s final two questions:

- (1) What have you learned?
- (2) How does that impact your thinking regarding which relational skills to develop?

Gaining clarity on which skills to develop and why is the goal of Step 2.

Engaging Awareness

Slide 12: Step 3 - Plan

Step 3 – Plan: Step 3 pivots coaching from expanding Awareness to Engaging that expanded awareness through the creation of Plans for practicing relational skills.

Demo: Patti leads Chip through development of a Plan to develop his desired skills.

Slide 13: Chip’s Desired Skills A summary of the skills Chip has now identified as his targets for development.

Slide 14: Chip’s Plan for Developing One Skill – A Godly Attitude. Taking one of the skills he has identified – developing a godly attitude - Chip identifies things he can do to develop that skill. But, he’s not done yet. He also needs specific activities he can practice to develop that skill. These are called “Action Steps.”

Slide 15: Creating Action Steps. Characteristics of good action steps include 1) Single, identifiable actions that 2) Move the client toward their goal and 3) Are do-able and are either 4) Thoughts, decisions or actions.

Slide 16: Chip’s Action Steps for Apologizing and Asking Forgiveness. Working with your neighbor, create 2-3 Action Steps Chip can practice to prepare to apologize to his dad and seek his forgiveness.

Slide 17: Get SMART A high-quality Plan should Specific, Measurable, Attainable, Relevant and Timely - SMART.

A do-able Plan with activities that can be practiced to develop the target skills is the goal of Step 3.

Slide 18: Step 4 – Apply

The final Step is for coachees to give their Plans a try. This is followed-up by a debrief of the coachee’s experiences.

Slide 19: Questions For Debrief. Three questions are 1) What progress did you make on your plan? 2) What did you learn? And 3) What would you do differently next time?

A review of the coachee’s experiences practicing their target skills and a revision of the Plan are the goals of Step 4.

Slide 20: The 4-Step Cycle Renewed. With the debrief, Coach and Coachee return to Step 1 as the Plan is adjusted and a new coaching cycle begins.

Workshop Conclusion:

Slide 21: Coaching Course Preview

Slide 22: Q&A and Workshop Conclusion

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