

**Title:**

CENE WORKSHOP: Coaching: Getting the Help You Need, Being the Help That Is Needed

**Type:**

Oral

**Presenter:**

Gladys Campbell, MSN, RN, FAAN

**Keywords:**

Mindfulness, Self-Leadership and coaching

**Summary:**

This session focuses on coaching as a tool to develop and refine leadership skills. Content may be used to coach others or in personal self-development. Why coaching is important is described; what coaching is and is not is outlined; and the steps of the coaching process are listed.

**Abstract Text:**

It is said that all nurses are leaders and that leadership begins with self-leadership. It is through active self-leadership that we all commitment to a journey of lifelong learning and development as leaders. One tool that can effectively be used in either self-development or when developing others, is the coaching process. Though coaching is often confused with consultation, counseling, mentorship, or therapy, it is a distinct process that should be differentiated from these other developmental techniques. Coaching is a defined process used to help an individual gain self-awareness and embrace the power of personal choice. Coaching empowers others to find their own answers and solutions and encourages them on their path as they make important choices. Coaching is not problem solving, though problems will be solved. Coaching is not performance improvement, though performance and the achievement of meaningful outcomes are generally improved through coaching.

The coaching process includes a defined set of steps that include: setting the relationship and environment where coaching will occur, building trust and confidentiality, orienting a client to what coaching is and is not, using listening, intuition, curiosity and observation to gain insight into the client's strengths and challenges. Additionally, the coaching process requires that the client define their coaching goals and that these goals are consistently held by the coach. In preparing for goal achievement the coach assesses the client's readiness for change by determining if the client is in a stage of pre-contemplation, contemplation, preparation, action, maintenance, or is learning from relapse.

There are many tools that are helpful for clients in the self-development process of coaching. These include but are not limited to: the VIA Strengths survey, the Wheel of Life assessment, and the use of weekly logs to document process and barriers to progress. Additionally, the combination of mindfulness techniques such as centering, breath work, and seated and walking meditation can assist individuals in continual self-modulation during their journey of change or goal achievement.

**Final Number:**

CENE 03

**Slot:**

CENE 03: Friday, 27 October 2017: 3:00 PM-4:00 PM

**References:**

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vanDerMoot-Lipsky, L., Burk, C. (2009). Trauma Stewardship. San Francisco, CA.: Berrett-Koehler Publisher

Gawande, A. (2011). Personal Best. New Yorker, October 3, 2011

Flaherty, J. (2010). Coaching: Evoking Excellence in Others, Third Edition. New York, New York: Routledge Publisher

**Learning Activity:**

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Describe what coaching is and what coaching is not	What is coaching & what it is not mentorship/preceptorship, coaching, counseling, consulting and therapy What coaching is Discovery, awareness, and choice Empowering others to find their answers Encouraging others on their path, as they make important choices What coaching is not Problem solving - though problems will be solved Performance improvement - though performance will be improved Coaching as part of self-leadership The essentials of coaching
List the steps of the coaching process	The coaching process Setting the relationship and coaching environment Establishing Trust Establishing confidentiality Logistics of coaching meetings Orientation to what coaching is and is not Listening Techniques Types of listening Use of intuition Use of curiosity Listening vs. observing Self-management of the coach Defining and holding the client's agenda Client Goals What the client wants and expects from a coach Determining readiness for lasting change pre-contemplation contemplation preparation action maintenance learning from relapse Tools Wheel of Life Wheel of job performance Wheel of

	leadership/management VIA Strengths tool Weekly log of progress
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