LEADING TRANSFORMATION #52:

TRANSFORMATIONAL COACHING—PROCESS

The TRANSFORMATIONAL COACHING PROCESS focuses on the transformation of core mindset, worldview and values; resulting in increasing life and leadership effectiveness toward the realization of identified Life Calling. Transformational Coaching builds in protégés awareness, self-belief, and ownership of the responsibility for life and leadership transformation. It is based on:

• CONTEXT: Self-awareness.

• SKILLS: Effective questioning, active listening, and analysis.

• COMMITMENT: Ownership of the process for change.

In coaching, the best way to build awareness, responsibility and self-belief is by asking questions; not by telling (What, When, Who, How, etc.).

Anchored in one’s calling (Purpose), this value-based coaching framework establishes the GAP between one’s present reality (Personal Assessment) and one’s envisioned future (Potential).

Leaders coach protégés in their journey to “bridge the gap” by helping them reflect critically on their situations (Problem Formulation, Principles for Change, Plan of Action, Partnership, and Progress Monitoring & Evaluation) in the pursuit of reaching their envisioned future goals.

1. PURPOSE: (a. Why am I? b. What are the desired outcomes for this particular coaching experience? c. How do the development goals of this coaching experience fit into my overall life-calling?)

Clarify Life Calling; Clarify “selected” Mission.

a. Why are you here on earth?

b. What are your unique contributions to humanity?

c. What are your unique contributions to your community, institution or nation?

d. In what particular areas are you now seeking to develop?

e. How do those areas of development relate to your overall life calling?

The focus here is to help protégés link coaching experiences to overall Life Calling.

The Life Calling/Mission should be summarized in Personal Mission Statements and Personal Core Values that serve as COMPASS for protégés on life’s journey.

2. PERSONAL ASSESSMENT: (Who am I?)

A comprehensive assessment of the following areas of one’s life in relation to the agreed purpose for the coaching relationship is helpful—[Personality; Natural Talents; Emotional Intelligence; Spiritual Gifts; Education; Experiences; Personal Interest; Personal Vision; Strengths and Weaknesses].

Questions the protégé needs to answer:

a. What is the current situation?

b. What is working well?

c. What is not working well?

d. What needs to change?

3. POTENTIAL: (a. What is the best I can achieve in relation to the proposed area of development? b. How would I then paint my vision for the future?)

a. Vision for the future.

b. Goals that align with your objectives for the particular coaching experience in a specified timeframe.

4. PROBLEM FORMULATION: (What are the barriers to development?)

a. What are the barriers to development? [Barriers to moving from present to future].

b. What is the gap between your present state and ideal goal?

c. What is keeping you from reaching your goal?

d. What would be a good problem statement?

5. PRINCIPLES FOR CHANGE: (a. What life and leadership principles would you need to embrace in order to move to your desired future?)

a. Where you are, in relation to where you want to be?

b. What life and leadership principles are being violated at the core of your problem?

c. What are the powerful life and leadership principles that will help transform your frame of reference, mindset, values and skills in relation to the specified area of development?

6. PLAN OF ACTION: (What is my plan; what do I do and when?)

Strategic Plan: Objectives, Implementation Steps and Critical Resources needed

a. What are the major steps to reaching your developmental goals?

b. What steps must you take to overcome the obstacles that stand in the way of the accomplishment of your goals?

c. What resources do you need to implement the identified major steps?

d. What must you do to acquire them?

7. PARTNERSHIP: (What support do I need in order to effectively implement my plan?)

a. Who are the partners or people you can collaborate with to help you reach your goals? Coaches, Mentors, Accountability Partners

b. What resources can partners contribute to help with the accomplishment of your goals?

8. PROGRESS TRACKING – Performance Evaluation: (a. What would I measure to determine progress toward my development objectives? b. What progress am I making toward my development objectives?)

Each phase of the Transformational Coaching model has ongoing Progress Tracking, Monitoring, and Performance Evaluation.

REFLECTION QUESTIONS:

1. What do you need to do to be more intentional in life and leadership transformation through coaching?

2. How can the Transformational Coaching Model be of help to you?