Colleagues, Coaches, and Counselors: Superintendents Supporting Each Other

Scott Bloomquist, PJ Caposey, Dr. Lynn Gibson, and Tom Mahoney
Our Story, Testimonials, What We Take Away Each Week
Items to Ponder

Are you:

• Willing to be ‘naked’?
• Willing to commit time?
• Able to find the right partners?
• Open to change and develop?
Outcomes for Presentation

• Participants will leave with the ability to:

• Create a functional process to implement a growth/support network

• Evaluate their peer network to identify the key thought partners in your network

• Analyze the pros and cons of receiving support and providing service to those who also serve in executive roles.
History

• Why? Don’t you already have enough meeting?
• Who? Know the difference between Spearfishing and Netfishing
• How? What are our Norms

• What is next? Must have defined outcomes
“...and that visibility which makes us most vulnerable is that which also is the source of our greatest strength.”

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Leadership
Development

Colleagues

COACHES

Counselors

ACCOUNTABILITY
YOU ARE THE AVERAGE OF THE FIVE PEOPLE YOU SPEND THE MOST TIME WITH

JIM ROHN

CHOOSE WISELY
What is Coaching?

Coaching is an intentional conversation designed to help an individual or team produce a desired result through increasing awareness and ability to solve problems. (Sandye Brown, Cardinal Stritch University)

A coaching leader (1) establishes significant relationships in which individuals and teams are encouraged and challenged to perform at their very best and (2) helps them to:

- Solve problems creatively
- Implement action plans, working through inevitable changes and obstacles
- Keep looking ahead to take advantage of emerging opportunities
- Reach extraordinary goals
- Maintain a healthy balance between one’s personal and professional life
Coaching Builds Powerful Relationships

Coaching needs both parties to:

• Be present: The coaching leader develops a “self” that is able to be fully present with another by deepening his/her capacity to manage internal and external distractions.

• Be intentional: The coaching leader conducts intentional coaching conversations that empower those being coached to solve their own problems. Through being attentive and curious, the coaching leader is able to help people uncover the root cause of the real issues that lie beneath the presenting problem being articulated.
The coaching leader helps people to:

• See a problem differently.
• See when they are acting inconsistently with their intentions and goals.
• See how to unlock their potential.
Coach v Critic

Coach: Provides coaching based on passion and genuine concern.
Critic: Believes job is to point out mistakes.

Coach: Is fully committed to the other’s success.
Critic: Judges performance on the basis of personal standards and expectations.

Coach: Is adept at distinguishing and eliciting fact versus interpretation.
Critic: Detached, observes from a distance.
Coaching is an “Upset”

Unfulfilled Expectation: What did you expect from others?

• What did you expect (of/from others) in this situation?
• What happened instead?
• What can you request of them now?
Coaching to Transformational Leadership
Sandye Brown, MCC and Nancy Blair, Ph.D

**BEING**
- Principles about People and Approach
- Presuppositions about Human Behavior
- Transformational Distinctions

**SEEING**
- Vision
- Change
- Capacity
- Coherence
- Culture

**DOING**
- Setting Foundation
- Co-Creating Relationship
- Communication
- Facilitating Learning and Results

Leadership Lenses
Coaching Competencies

Transformational Mindset
Dissecting the Coaching Conversation:
Coaching Flow Model

- CONNECTION
- CLARIFICATION
- RESOLUTION
- EXPLORATION

100% / 0% Relationship
Presenting Issue versus Underlying Causality
Committed Action
Deepening Revealing Reframing
• We believe: The answer is already within you. Sometimes we need help getting it out.

• We Practice: Through the art of Questioning....

• Reflection: Growth through Pausing
• Intentionality: Growth through Action
• Consistency: Growth through Discipline
• Adding Value: Growth through Building
• Contribution: Growth through Collaboration
HELLO
I AM... ACCOUNTABLE
Accountability to Self
ACCOUNTABLE TO THE TEAM
ACCOUNTABLE FOR THE PROCESS
The only way your team will get anywhere is by working toward the same goal.

Accountable to the outcome
• Non-attendance/Cancellations
• Providing answers versus coaching
• Making people earn trust
• Forcing relationships
• Avoiding conflict (Building grudges)
• Getting comfortable
• Taking more than you give
So we ask again . . .
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Next Steps?
Suggested Reading List

• In the Arena, Dr. Tim Quinn
• Triggers, Marshall Goldsmith
• Thinking in Systems, Donella Meadows
• Be Yourself: Everyone Else is Already Taken, Robbins
• Adaptive Leadership – Heifetz and Linsky
• Bringing out the Best in Everyone You Coach – Lapid-Bogda
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