



Kiwaniis[®]
OHIO DISTRICT

Club Coaches Training – Part 1

Objectives

- Understand the role
- Learn the coaching model
- Practice effective coaching conversations
- Learn the tools
- Next steps





Successful club coaches...

- Wants to help
- Open minded
- Flexible
- Guides (suggests) and listens rather than instructs
- Understands every club is different
- New clubs vs. existing clubs



What not to do

- Require a singing, a prayer or the pledge
- Determine their service projects
- Make their club like your club
- Argue with decisions that are legal and moral
- Create a dependency on you



Coaching



Work in groups of 3-4 to answer the following questions:

What does coaching mean to you?

Time: 4 minutes.



Coaching is:

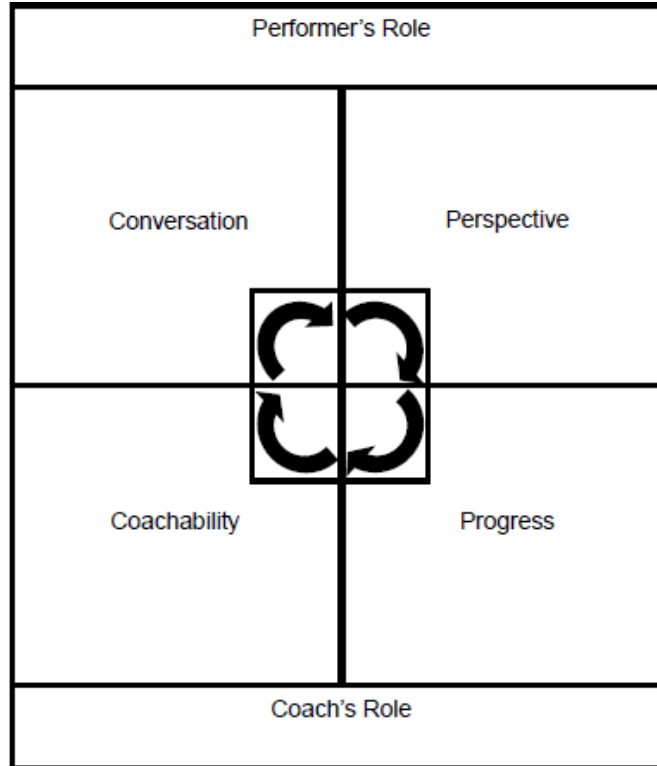
- ✓ Service-oriented
- ✓ Focuses on the club's goals
- ✓ Can be one time or ongoing
- ✓ Requires the coach to shape shifter
- ✓ Requires the club to be receptive and to take ownership

The Coaching Process





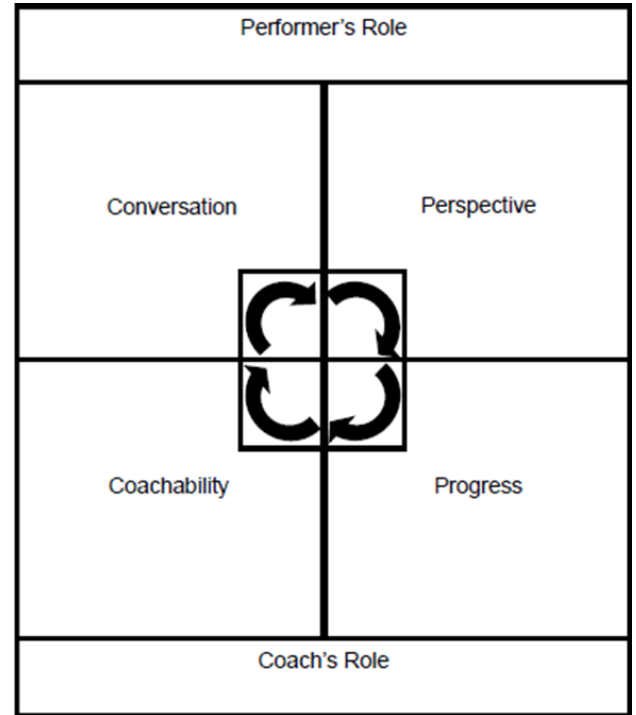
Coaching model





The roles

- Coach - you
- Performer – the club members





Coach

- Listen deeply – show your interest
- Provide great service
- Bring a new perspective
 - Clarity
 - Uncover alternative paths
 - Build self-awareness
 - Move forward





Performer (Club & club members)

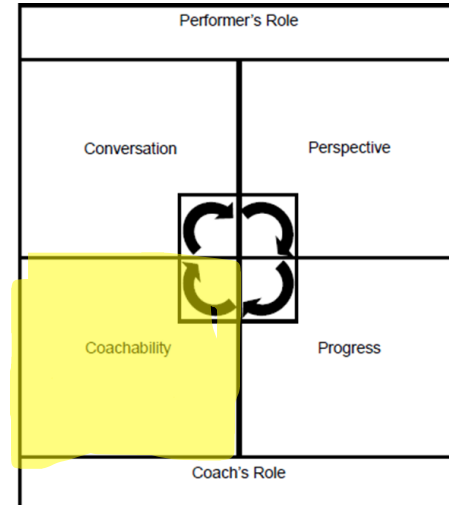
- Be coachable
- Have a goal
- Wants to be coached
- Own their own progress



Coachable Ready



- Yes
- No
- Don't know





Coachable

- Non-defensive
- Welcomes input from others
- Searches for answers
- Can admit strengths & weaknesses
- Handles setbacks with grace





Not ready for coaching

- Doesn't listen to other's ideas
- Staunchly defends status quo
- No interest in change
- Takes suggestions personally
- Dismissive of others



What are your triggers?



- Complete your assessment. Base it on the last month.
- Any surprises? Insights?

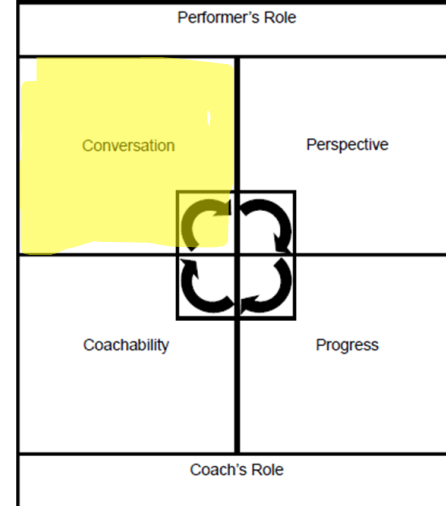


Debrief



- Can you stop being uncoachable?
- What did you notice about your triggers?
Theme?
- How can you help improve your performer's coachability?

Conversation skills





Conversation skills

- #1 – Deep listening
- #2 – Inquiry
 - explore a topic more
 - creates pull
 - ask great questions





Better questions

- Open-ended
 - inquire for more information
 - provoke more thought



Let's practice



Deep listening



- Speaker: tell about your favorite service project
- Listener:
 - Total focus on what is being told
 - If the speaker stops talking, ask probing questions
 - Don't interrupt. Wait 1-2 secs. Before you speak

Debrief



- Speakers – how did you feel?
- Listeners – how did you feel?
- All – practice this daily.



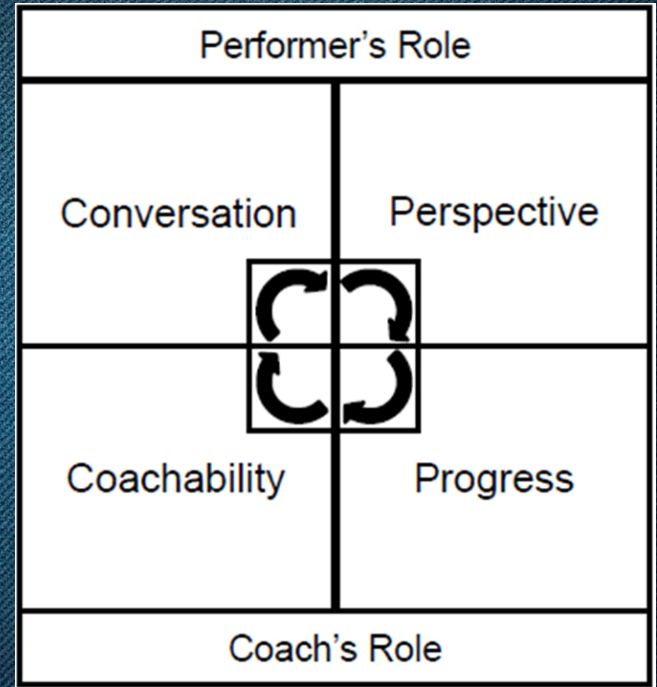
Coaching pitfalls to avoid

- Oversharing
- Assigning value/judgement
- Playing devil's advocate too often
- Cutting off conversation
- Asking routine questions



Wrap up

- Questions
- Next Steps
 - Attend Part 2 on June 15
- Handouts/Resources



<https://tinyurl.com/clubcoachinghandouts>

Thank you for participating!

- Bill Snellgrove, Club Coach Training Chair & Past District Governor, Ohio District Kiwanis
governor_bill@Columbus.rr.com
(614) 361-9069

- Lanton Lee, Executive Director
Ohio District Kiwanis
executivedirector@ohiokiwanis.org
(614) 848-5000 ext. 2

