

The Blueprint For High-Performing Leaders

Self Study Course



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HELPING
GOOD LEADERS
BECOME GREAT

Summary

Session 11 – 15 Review

To view a summary for session 1 – 9, please open **Session 10 – Pulling it all Together**.

Session 11: Initiate Discovery

In Session 11, you learned to:

- Initiate discovery, the first stage of C.O.R.E. Performance Coaching
- Discover and leverage openings for effective coaching conversations
- Skillfully apply techniques and questions that help to initiate discovery
- Recognize signs of opportunities for coaching
- Identify ways discovery can be missed

Unless you allow the person being coached to set the agenda for the coaching conversation, you might not connect with what matters most to them. You'll be working hard on coaching the wrong things and the outcomes won't bring right results.

In this session we introduced you to several assessment tools, which facilitate discovery.

Session 12: Explore Assumptions and Possibilities

In Session 12, you learned to:

- Artfully uncover Assumptions and Possibilities during stage 2 of C.O.R.E. Performance Coaching
- Become a neutral observer and question without judgment
- Explore the assumptions that help or hurt someone's success
- Skillfully apply techniques and questions that generate many possibilities
- Recognize signs of "game changer" possibilities

As a leader, you need to help reveal what's possible and link the possibilities to what matters to the person. It is important to stay in the possibility stage for as long as is necessary.

Possibilities are potential opportunities for taking action. Uncovering a number of possibilities helps you reveal the leverage points for the person you are coaching, and determine what path will get them more quickly to their desired outcome.

Entertain all ideas as if they were royalty, because you never know which one will be king!

Session 13: Develop Plans and Action Steps

In Session 13, you learned to:

- Effectively develop plans and action steps during stage 3 of C.O.R.E. Performance Coaching
- Skillfully apply techniques that bring about results driven plans
- Recognize sustainable plans and action steps

This stage of the C.O.R.E. Performance Coaching Model moves the person forward toward creating their action plan. Without specific next steps, people get caught up in the minutia and often end up getting overwhelmed or distracted.

As a leader, you provide a safe environment for people to think through things they never would have thought of on their own.

You want the plan to answer: what, why, how, who, where, and by when. Be as specific as possible, have them plan out each step and pay attention to how doable the plan is.

Session 14: Preview Best & Worst Case Scenarios

In Session 14, you learned to:

- Effectively Preview Scenarios during stage 4 of C.O.R.E. Performance Coaching
- Lead conversations of best-case & worst-case outcomes
- Skillfully apply techniques that help uncover game stopping beliefs that set people on a path of breakthrough performance

Previewing scenarios involves looking at the possible outcomes from all perspectives: personal, business, and systems, and looking to uncover blind spots and unintended consequences of the plan. It also helps people prepare for difficult or potentially disastrous outcomes, so that they are well equipped to deliver their best.

This is a very simple way to increase the level of commitment. If done effectively, people go through the situation in their mind, so it's as if they've done it already. This helps minimize reluctance, avoidance and the fear involved with taking a risk, especially when there is an imagined or real possibility for conflict in the situation.

Session 15: Take Right Action

In Session 15, you learned to:

- Take or inspire *Right Action* during stage 5 of C.O.R.E. Performance Coaching
- Connect each person on your team with right action
- Skillfully apply techniques that compel people to take right action

Once you've worked through all of the other stages, right action will be easy! As a leader, you encourage people to identify resources and paths that will support accomplishing their plan. When it comes to taking right action, you don't want to hear the typical, "Yes, boss" response. Instead, you need to be incredibly disciplined and give people the time to share their own solution, think it thorough, and talk about how it could play out.

If minimal action is taken or the plan is not executed, it's because something has been overlooked or ignored. It's likely that the plan was not in line with what matters to the person, they've been working on the wrong thing, or they were not ready, willing, able or fit.

Always ask yourself if this person has the capability to execute the plan. Evaluate this by using the Ready, Willing, Able and Fit model!