

Coaching Eye for the OD Practitioner

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Objectives

- Distinguish between coaching & consulting
- Identify potential coaching opportunities for OD engagements
- Apply a coaching conversation model

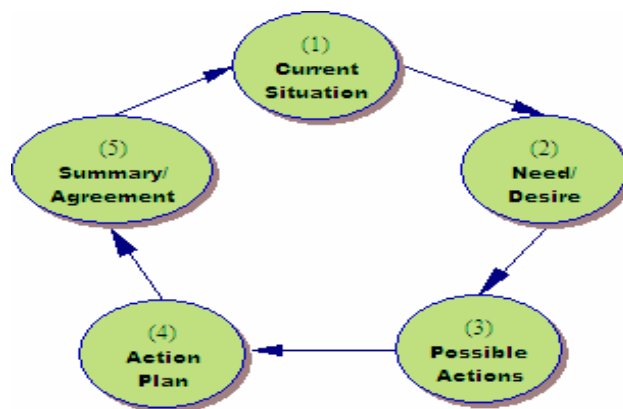
Distinction between Consulting and Coaching

Consulting		Coaching
Sponsor	<i>Client</i>	Individual/Team
Group, team, organization, system	<i>Focus of Attention</i>	Individual, group, team
Content and/or process	<i>Expertise</i>	Process and sometimes content knowledge and expertise
Frequently	<i>Remediation</i>	Infrequently
Past, present, and/or future	<i>Frame of Reference</i>	Present and future
Not available; not required	<i>Credential</i>	Available; not required

Basic Coaching Skills

- Contracting
- Connecting/Rapport
- Communication: listening, questioning, conversing
- Intuition
- Process
- Self-awareness

Coaching Conversation Model



Considerations: Entering & Exiting

- Confidentiality
- Permission
- Not linear
- Condensed timeframe
- Follow up

Integration into Practice: Considerations

- Training and Skills
- Contracting and Agreements
- Fees for Service
- Therapy and Coaching
- Specialization
- Individuals and Groups
- Credentials

Selected References and Resources

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Wilkins, B. M. (2000). *A grounded theory study of personal coaching*. Unpublished Doctoral Dissertation, University of Montana, Missoula, MT.

Zues, P., & Skiffington, S. (2000). *The complete guide to coaching at work*. North Ryde, NSW, Australia: McGraw-Hill Australia.

Training and Credentials:

International Coach Federation, coachfederation.org

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Coaching Conversation Model

