

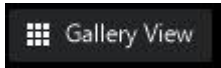



Welcome to our HIVE Peer Coaching Webinar!

We will get started in a few minutes. In the meantime...

1. Please say hi and let us know you are here!
2. Then, mute your microphone by clicking  on the bottom left
3. You can click  to send us a message if you have a question or are having any technical difficulties
4. You can swap between “gallery view” (seeing all of our faces) and “speaker view” (seeing only the face of our presenter, Lupe) by clicking the buttons at the top right of the screen:  
5. If none of the above suggestions work, you can call Emily at (617)-697-0979

Peer Coaching:

Healing by finding the
Inspiration and Wisdom in our
Voices

WEBINAR: JULY 26, 2019



Leadership Development Program

Check in

- 1 min each
- Take a couple of seconds to check in and listen to your body. What's your body telling you today?

Webinar Objectives

- **Understand what coaching is** and why it is so powerful.
- **Spend time practicing** key coaching skills.
- **Become familiar** with peer coaching process.

Webinar Agenda

I: Define Coaching

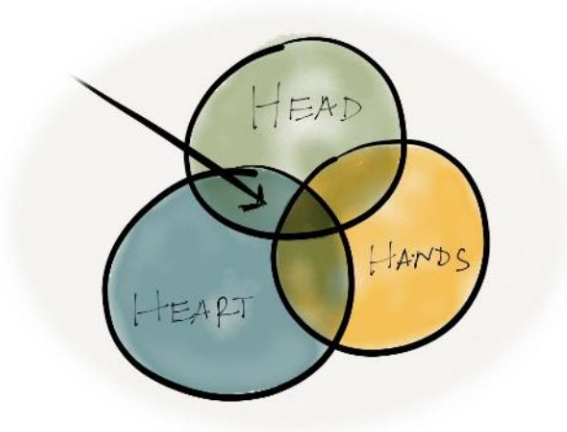
II: Mindset & Skills

III: Peer Coaching Process

Community Guidelines

We started with...

1. Show up
2. Trust the process
3. Create space, accept space
4. Bring heart, not just mind
5. Relaxed rigor
6. Confidentiality
7. 5x bolder
8. Accept and expect non-closure



We added...

9. Speak your truth
10. “Oops” - “Ouch”
11. Use “I” statements
12. Trade “but” for “and”
13. Assuming best intent
14. Beginner’s mind

Coaching

Demo

Interlocking Systems of Oppression

Patriarchy, White Supremacy, and Capitalism thrive when “solutions” are imposed on our bodies and our communities without our participation or consent.

Coaching Principle

The person and community closest to the challenge, also has the solution to the challenge.

What Gets us Stuck on a Challenge?

- ❖ Assumptions
 - ❖ Beliefs
 - ❖ Internalized Oppression
- ❖ Balancing Needs and Values
- ❖ Relationships and Choices

What is Coaching?

- ❖ Process to make more conscious decisions
 - ❖ Acknowledging Needs, Values, Emotions
 - ❖ Identifying Core Problems
 - ❖ Surfacing Solutions
 - ❖ Next Steps
 - ❖ Accountability



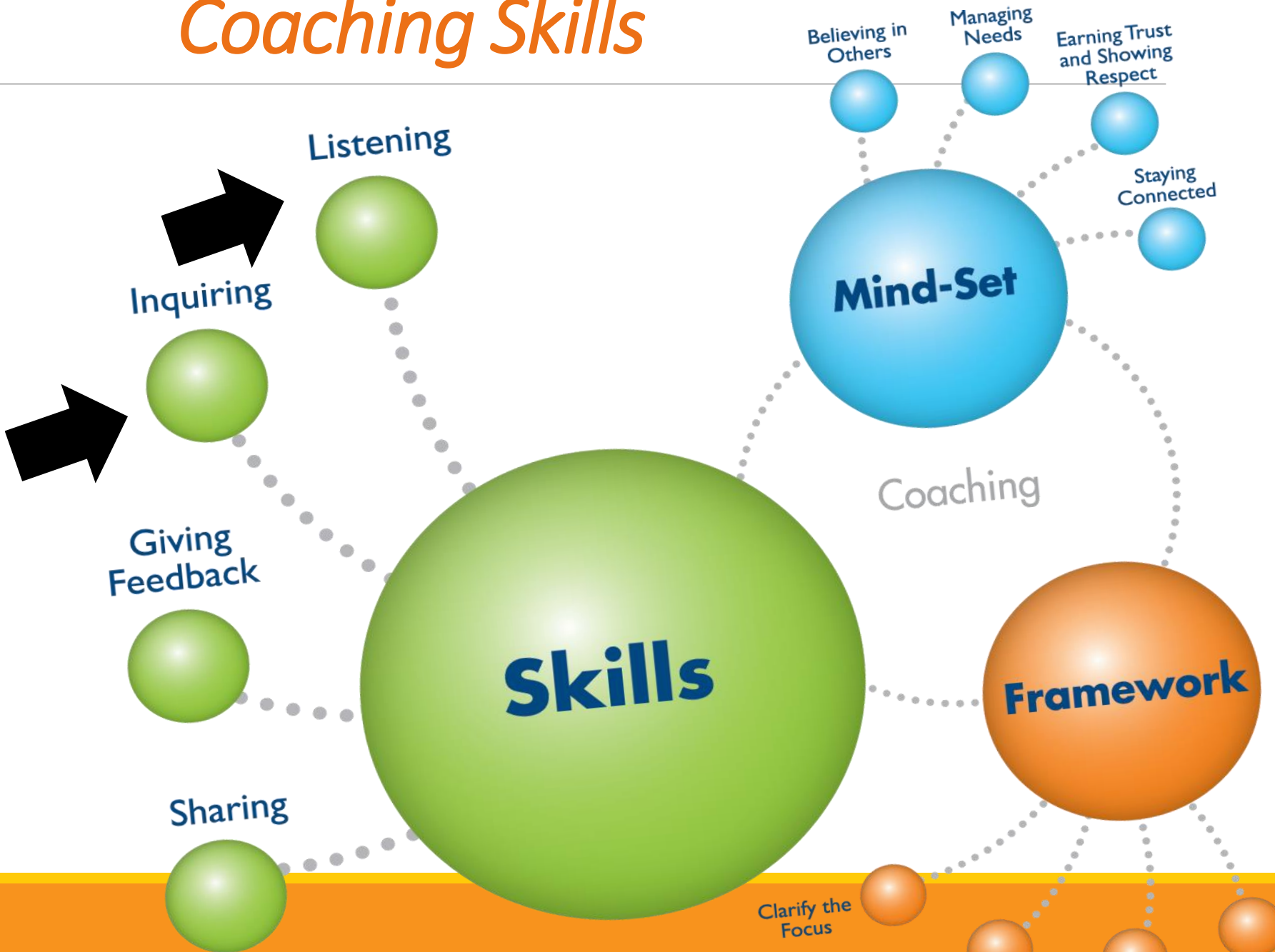
Empty Vessel?



Acorn



Coaching Skills



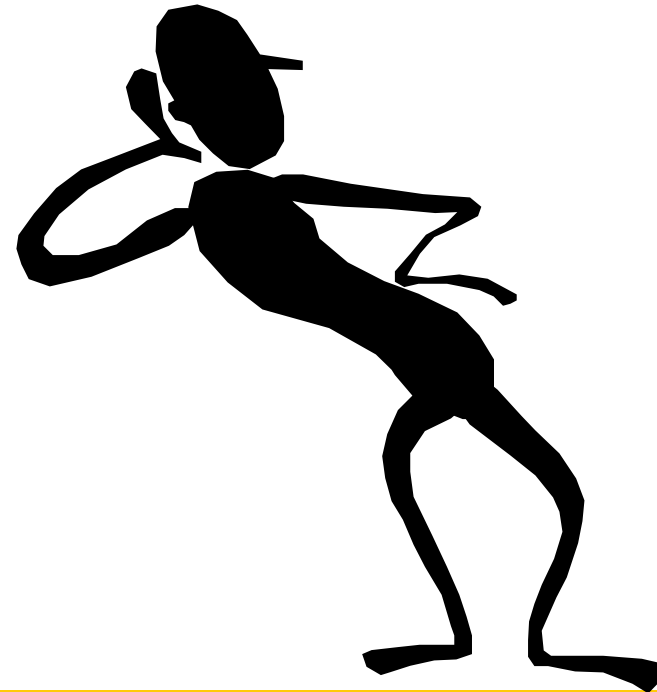
Engaged Listening

Speaker: What do you most love about your work?

Coach: Practice listening at the deepest level
(engaged listening)

Say nothing!

Be silent but engaged.



Listening Debrief

- ❖ What was it like to listen silently and engaged?
- ❖ What is it like to be listened to in such a manner?
- ❖ What will you need to do to improve your quality of listening to impact those you listen to?
- ❖ Whom do you tend to listen to and whom do you tend not to listen to?

Inquiry



90%

9%

1%

OPEN

CLOSED

WHY

What.....

Is...

Why...

How.....

Can...

Why...

Who.....

Did...

Why...

When.....

Will...

Where....

Have...

Which.....



O/C Split

Open Ended Questions

❖ **Speaker:** Share a best moment in your professional or personal life. A peak experience: a time when you were feeling confident and challenged in a good way.

❖ **Coach:** Use open-ended questions to help draw the story out of the speaker.

-Who

- Where

-What

- How

-When

Questions to Clarify

- ❖ **What is important to you about this?**
- ❖ **What is your role in this situation?**
- ❖ **Where do you feel stuck?**
- ❖ **What is at the heart of this matter?**
- ❖ **Where are those strong feelings coming from?**
- ❖ **What would you like us to ask you?**

Questions to Move Someone to Action

Have you experienced anything like this before? What did you do?

What would success look like to you?

What talents or strengths can you call upon to tackle this?

Who are your allies?

What resources are available to you?

Imagine a point in the future where your issue is resolved. How did you get there?

What can you realistically do by [date, other timeframe]?

Watch Outs!

- ❖ No advice in the form of a question: “what if you ...” or “have you tried ...” or “what do you think about ...”
- ❖ Limit your contextual and detailed historical questions
- ❖ Short and simple questions are best
- ❖ Let a question go if it doesn't land
- ❖ Silence is okay
- ❖ Interruptions are okay!

Format for Peer Coaching Groups

- ❖ Peer Coaching Groups will be assigned
- ❖ A Facilitator that will hold process
- ❖ 3 meetings

Format for Peer Coaching Groups

- ❖ Welcome & Tech Check (5 min)
- ❖ Check-in (10 min)
- ❖ Review Coaching Fundamentals (8 min)
- ❖ Presenters (87 min)
 - ❖ Individ. Reflection on Coaching Goal for Today (2 min)
 - ❖ Peer Coaching Sessions (17 min each x 5 sessions)
- ❖ Debrief & Closing Reflections (10 min)
- ❖ Close

Webinar Closing

- Recording and resources will be sent
- Please complete webinar evaluation link
- Closing reflections