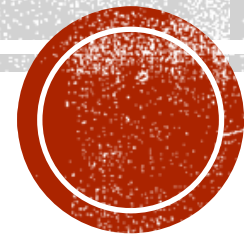
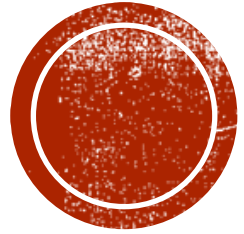


COACHING IN LEADERSHIP

Workshop for implementing change – Ronnie Granlund





**“IF YOU DON’T UNDERSTAND
PEOPLE YOU DON’T UNDERSTAND
BUSINESS” — SIMON SINEK**

How many percent of your customers are people?

How many percent of your employees are people?

SUCCESS

- What is success?
 - Flattering title?
 - Nice cars?
 - Money in the bank?
- Definition:
- Success is life on your terms
 - or technically **reaching the goals you set.**



COACHING

- **ICF** (International Coaching Federation) defines **coaching** as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.
- **Now-Future**



3 PILLARS OF SUCCESS – THE MODEL

Start:

Goal:

Why?:

80 %

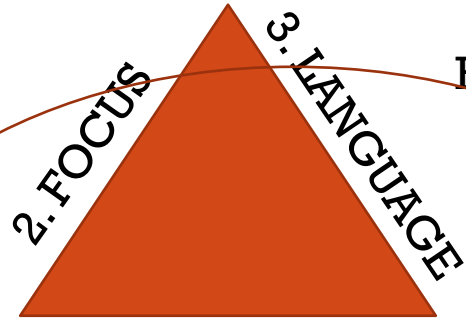
20 %

State

Story

Strategy

FOCUS
=
EMOTION
=
LIFE



RAS

- Limiting story:
 - Deeply rooted believes about ourselves

- Empowering story:
 - What new story can you choose

- Recipe to reach the goal
- Technical steps
- Chosen method

What are your emotional homes?

1. PHYSIOLOGY
Coach

Leader

Manager

6 human needs

Certainty/
Safety

Significance

Growth

Uncertainty
/Variation

Connection
&Love

Contribution

FOCUS

MEANING

ACTION



HUMAN NEEDS AND COACHING

- **Coaching is:**
- **Helping the client to set goals that are relevant to the client**
- **Listening actively**
- **Being fully conscious and present**
- **Open ended questions**

6 human needs



3 PILLARS OF SUCCESS — EXAMPLE

▪ Start 103 kg December 2019

Goal: 88 kg August 2020

Why? To have more energy so that I can contribute more to my family and in work!

State

- Limiting state:
 - Hopelessness
 - Tiredness
 - Pointless
- Empowering states:
 - I am strong
 - Anything is possible
 - Beautiful, positive state

Story

- Limiting stories:
 - I've tried everything
 - It runs in family
 - I'm not *that* fat
- Empowering stories:
 - I am 88 kg
 - Nothing stops me
 - I'm a master at creating habits

Strategy

- Intermittent fasting
- Exercise at least 3 times a week a' 30 min
- Take stairs
- Weekly weigh in



3 PILLARS OF SUCCESS — IMPLEMENT COACHING IN LEADERSHIP

Start: Traditional Management

Goal: Servant Coaching Leadership 2021 May

Why?: My team will grow and when we all grow we can solve bigger problems and reach greater heights

80 %

20 %

State

Story

Strategy

Limiting state:

FEAR

-I'm not enough

-I won't be loved

Empowering state:

Certainty&Safety

Growth&Contribution

Gratitude&Creativity

- **Limiting story:**
 - "The boss should have the answers"
 - "I do not have time to sit down with my team that often"
 - "I'm no coach"
- **Empowering story:**
 - "Constant learning will take me to the goal"
 - "I have what it takes to be a servant coaching leader."
 - "Coaching leaders make a greater impact"
 - "I'm a great listener"

- Hire a coach
- Train coaching
- Read daily about coaching in leadership
- Book regular 1 on 1 meetings with your team (Eg. Once a week 45 minutes)
- Practice open-ended questions
- Practice the art of listening
- Fail often, be humble and vulnerable
- Train the 3 different roles of a coaching leader

FOCUS

MEANING

ACTION



WORKBOOK — BE THE CHANGE YOU WISH TO SEE IN THE WORLD



WHAT AREA WOULD YOU LIKE TO BE SUCCESSFUL IN?

- Where are you now in that area?(1-5)

- Where do you want to be?(1-5)



**WHY? WHAT DOES IT GIVE YOU? WHAT DOES
IT GIVE TO THE TEAM, YOUR FAMILY, COMPANY
COMMUNITY?**



**WHAT IS YOUR CHOSEN STRATEGY TO
REACH YOUR GOAL?**



**WHAT LIMITING STORY HAS BEEN
HOLDING YOU BACK?**



WHAT IS YOUR NEW EMPOWERING STORY?



**WHAT STATES DO YOU NEED TO LEAD
YOURSELF INTO TO REACH THE GOAL?**



**WHAT OLD HABITS DO YOU NEED TO
ELIMINATE?**



**WHAT NEW HABITS DO YOU BUILD THAT
WILL HELP YOU TOWARDS YOUR GOAL?**



**WHAT CAN YOU DO RIGHT NOW TO GET
THE MOMENTUM GOING?**



**WHAT DID YOU LEARN ABOUT YOURSELF
IN THE LAST 30 MINUTES?**



THANK YOU!

