

Session 8: Run Sheet

Group:

1) Shock / Change

Explain the shock curve and the reality that going through change is never easy. Explain that not all people start with a honeymoon phase – some start with a bad shock:

- Bad medical news
- Divorce
- A death...

Encourage them... this will come to an end... they choose how to move through it and make choices that serves them well.

Discuss a previous shock or change they have been through where everything worked out well:

- What made it a winner? (success is a process, not just one thing or one choice)
- Did it maybe work out better than expected?
- What could they repeat in other change choices moving forward?
- How do they know it was a success?

Discuss a previous change that did not work out well:

- What was the cause of the failure? (failure is a process not just one thing or one choice)
- What did they learn?
- How can this failure be a stepping stone to this current change/shock becoming a win?

2) What is a new change or shock they might be going through?

Homework: bring to 1:1 session: To think about

- What previous learning can they apply to this new change/shock? (consider form their failures and their successors)
- What do they know works well, that they will do this time around?

1:1

1) What is the name or topic of their Change?

Coach and move them forward with a strategy based on what was explored above. Use ADKAR to prepare them. Consider COIN for moving them forward. Here are some ideas:

- What are their expectation?
- How will they manage them?
- Connect to:
 - Personal Core Values
 - Passion Statement
 - DiSC
 - SMART Goals
 - TQ Assessment (for performance coaching)

This is not a time for cosy conversations. Create Tension & challenge them (Challenging Coaching pg 137).

2) Stretch Them

Ask them if this is according to the number agreed upon for stretching (based on the alliance), if they rate it is a 6, and they committed to an 8 for stretching; ask them what they could do to take it to an 8. You don't always have to come up with the fancy homework or stretch. Ask your clients, they have wisdom – just watch for slippery fish.

When using Challenging Coaching – monitor how it lands and tweak if necessary, but don't chicken out and back down. Yes, no, negotiate...

3) Consider additional coaching, should it be necessary

- Is there a need for the “saying goodbye” exercise.
- Replace Negatives with positives
- Saboteurs

4) EXTRA: Motivation exercise – The Gift (see download of 2 pages for ideas)

What is the most beautiful gift you have ever seen? Get them to describe it in detail.... they create a good visual for you.

Now ask them to imagine that they are this gift... (adding 3D coaching)

- What would people get? (their circles of influence)
- Do they need a new circle of influence for this gift to be presented?
- What would the ribbon or bling of the gift be symbolic of? For men, maybe it is a box of what is the texture of the box symbolic of? is it glued together or nails – what is that symbolic of?
- Discuss the picture on the wrapping paper or box texture – what is that symbolic of in their lives.

5) Homework: Movies/DVD's

Please provide your clients with the online links, for the movies in your country