

SPOTLIGHT: VISUALISING THE OUTCOME

Keeping A Future Focus

COACHING CONVERSATIONS



Self-discipline is like a muscle: The more you exercise it, the stronger it gets. A starting point to get you unstuck is to take time to visualize how great it will be to get things done, imagine and paint a mental picture of the benefits and the sense of satisfaction you'll have once it's done. Keeping a broad vision of your goal or project in mind keeps you motivated.

Pastore, M. (2017)

INTRODUCTION

This Spotlight is one of a series of Spotlights to support the Institute's 'Coaching Conversations', an accredited Institute of Leadership and Management product that recognises coaching both as an invaluable tool for any leader or manager, and for developing your ability to support your colleagues in the workplace or those you may meet in a voluntary capacity.

This Spotlight provides a transcription of 'Coaching Skills Demonstration' (4:06 -7:48): the coaching manager helps the team member to visualise a scenario where her relationship with her manager is more productive and to consider what she could change in order to achieve this.

REFERENCES

Pastore, M. (2017). 12 Ways You Can Develop Your Self-Discipline www.forbes.com/sites/forbescoachescouncil/2017/12/01/12-ways-you-can-develop-your-self-discipline/#1e4733471a20

Shakiba, E., (2016). Coaching Skills Demonstration <https://youtu.be/to73DYQkApQ>

The Institute of Leadership & Management, (2019). Coaching Essentials: Keeping a Future Focus

'Coaching Skills Demonstration' (4:06 -7:48)

COACH

TEAM MEMBER

<p>– Now we need to really look at what you're doing with your manager, and how you think he wants you to be communicating, because I think we're starting to get a bit of an issue there, aren't we, around how that process of conversation is going in your meetings.</p>	<p>– Yes, I'm getting frustrated and it's impacting on my workday and my motivation to come to work.</p>
<p>– So, let's imagine that you woke up tomorrow and that situation had changed, you'd found the magic formula that was going to make that relationship work, what do you think you'd be doing differently with your manager?</p>	<p>– Well, I think I would be easier to work with. I think at the moment I'm probably guarded, I'm not sharing information because I'm kind of holding back, I guess, in a way because I'm not feeling supported.</p>
<p>– Mm-hmm.</p>	<p>– I think the magic formula version would be where he would give me some more guidance as to how he wanted me to approach a key piece of work. I get what you're saying here, I understand he trusts me to do the delivery, but perhaps I need to be a bit more up front about seeking some advice on some pieces of my work.</p>
<p>– Ok so let's imagine you were doing that in a way that would work for him. What's he going to expect from you coming in to see him around that?</p>	<p>– I guess what he's expecting from me is someone that really owns their responsibilities, and recognises that he is time-poor.</p>
<p>– So, ideally what do you see him feeling is the ideal time frame for one of these meetings?</p>	<p>– Oh, my goodness. Well, I know he's got several teams, or several people that report into him. So, he wouldn't be able to spend as much time I guess as I want with every single one of his direct reports. So, I guess he probably only needs to see me, everything going well, once a week even, for half an hour for that update.</p>
<p>– So, how are we going to organise that, how are you going to get all of this done once a week, in a half hour format?</p>	<p>– Oh gosh so I think I need to be on top of the – perhaps I probably need to prioritise what I'm going to ask him, what I need his input on, instead of going there with everything.</p>
<p>– So, how many points do you think you should have ideally in one meeting?</p>	<p>– Oh, gosh, five, probably three?</p>
<p>– Ok, so if we said the top three priorities that you would typically need to get through, what would they be?</p>	<p>– I would probably say this is where we're up to, this is an issue, and this is where I just need to get some input from you or feedback on how to move something forward.</p>
<p>– Let's imagine how he would respond to that.</p>	<p>– I think he would love that. I think he gets frustrated with me, that I'm actually always trying to get that information from him. And I think that would be a real shift in our relationship so I think that would be hugely beneficial and the meetings would probably be more productive.</p>