

What's My Play, Coach?

Leadership Coaching for Professional Success

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ORRICK

Objectives

- Our intention is that you leave here understanding:
 - What coaching is and is not
 - How it can apply to you and your career
 - How coaching may specifically benefit diverse professionals
 - How to choose a good coach for you

What is Coaching?

- A partnership where clients
 - Set the agenda
 - Are honored as the expert in his/her life and work
 - Are viewed as creative, resourceful and whole
- A process intended to create results with velocity and joy

Nature of Coaching

- ❑ Building awareness and self belief
- ❑ Liberating choice to engender responsibility and accountability
- ❑ Unlocking motivation to spur action and achieve desired results
- ❑ Based on the client's commitments, values and choices, not the coach's will

Roles in Coaching

Coach	Client
Relates to the client as a partner – meets the client where he/she is	Willing to set the agenda for coaching conversations, and, at times, stretch or become uncomfortable
Is not subject matter expert, healer, or authority figure	Strive for full, open communication with your coach, including what is not working for you in the coaching
Makes requests to promote action toward the client’s stated desired outcome(s)	Be willing to take the actions and practices you design in coaching sessions
Is not a “fixer” – does not provide the answers or solutions	Disconnect from devices and distractions for coaching
Expert in art of coaching, not necessarily in the content of the coaching conversation	Be “coachable” and open to coaching (or say when you’re not)

Coaching Models

- ❑ The G.R.O.W. Model
- ❑ Ontological/Transformative
- ❑ Facilitative/Consultative

Coaching for Lawyers

- Ways coaching can support having the "legal knowledge, skill, thoroughness and preparation reasonably necessary for" representing a client. (ABA Model Rule 1.1)

Coaching and Diversity

- ❑ What are typical requests for coaching received from diverse professionals?
- ❑ What requests might you bring to coaching?

Center for Talent Innovation

- ❑ Ripa Rashid, Senior Vice President at CTI, specializing in global talent strategies and thought leadership
- ❑ *Asians in America: Unleashing the Potential of the "Model Minority"* Study sponsored by Deloitte, Goldman Sachs, Pfizer, Time Warner (Center for Work-Life Policy, 2011)
- ❑ *Growing Global Executives: The New Competencies* (Center for Talent Innovation, 2015)



Issues of Minority Group Professionals

- Confidence and “Impostor Syndrome”
 - Comfort of minority ethnic groups “being themselves” at work
 - Feeling like outsiders at work and pressured to conform
- Judgments of Executive Presence and Gravitas
 - Severe biases relating to style and stereotype
 - Lack of mentors and sponsors
- Lack of career possibility – flagging motivation
 - “Black box” / lack of transparency re: the route to leadership
 - Less likely to ask for a promotion

So, what does coaching look like?

How to Choose a Coach

- Interview a few – ask for a sample session
- Ask the coach about their focus areas or ideal client
- Choose the coach who you connect with, and also who you will empower to challenge you when/if necessary

Resources

- ***The Art of Possibility*** by Rosamund Stone and Benjamin Zander
- ***Who Would You Be Without Your Story*** by Byron Katie
- ***The Last Word on Power: Executive Re-Invention for Leaders Who Must Make The Impossible Happen*** by Tracy Goss
- ***Getting Real: Ten Truth Skills You Need to Live an Authentic Life*** by Ph.D. Susan Campbell
- ***The Gift of Our Compulsions: A Revolutionary Approach to Self-Acceptance and Healing*** by Mary O'Malley
- ***Coaching For Performance*** by Sir John Whitmore
- ***Co-Active Coaching, 2nd Edition: New Skills for Coaching People Toward Success in Work and Life*** by Laura Whitworth, Karen Kimsey-House, Henry Kimsey-House, Phillip Sandahl

Coach Training Programs

- ❑ ICF Accredited Coach Training Programs (CTPs)
 - ❑ Accomplishment Coaching – www.accomplishmentcoaching.com
 - ❑ Coaches Training Institute (CTI) – www.thecoaches.com
 - ❑ Hudson Institute – www.hudsoninstitute.com
 - ❑ New Ventures West – www.newventureswest.com
 - ❑ Royal Roads University – www.royalroads.ca/prospective-students/graduate-certificate-executive-coaching

- ❑ Graduate Certificate Coaching Programs
 - ❑ NYU School of Professional Studies Certificate in Coaching - www.scps.nyu.edu/academics/departments/leadership/academic-offerings/noncredit/certificate-in-coaching

Questions?



Objectives – How did we do?

- Our intention is that you leave here understanding:
 - What coaching is and is not
 - How it can apply to you and your career
 - Areas of exploration in coaching that might specifically benefit diverse professionals
 - How to choose a good coach for you

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