

Out of the Ordinary Coaching

Twelve Aspects of Executive Coaching

[outoftheordinarycoaching.com is registered and linked to matthewryan.com. Content is right protected.]

Feedback

- Overlooked, underutilized and often misused
- Seeking, receiving and processing feedback
- Offering feedback safely
- Ways to capitalize on candid feedback
- 360° multi-rater feedback (Benchmarks®)

Speaking of Success

- Care to speak well ... care to act on what is spoken
- Basic structure for dialog (beginnings, middles and ends)
- Content, order and process
- Learn what effective speakers are doing well
- More than 50% of one's message is non-verbal

Resistance

- Detect and acknowledge
- *Understanding precedes being understood*
- Detach and reframe in new context
- Understanding and addressing defaults
- Reset options

Understanding Oneself

- Values and style
- Egos, ids and emotional intelligence
- Relating to your personal mission
- Acknowledging perceptions
- Personality insights. Being OK with being *out of the ordinary*

Verbal Architecture

- Strategic and tactical aspects of communication
- Speak in a manner that ensures being understood
- Capture attention and get people to act on what you say
- Articulate listening and speaking
- Hierarchy: Acknowledge • Accept • Agree

Coaching & Mentoring

- Leverage third party influence
- Develop others for their reasons and yours
- Coach laterally, up and down
- Being there for someone else is a valuable model
- Recognize opportunities for reciprocity and rewards

Impressive Writing

- Clarity and purpose - every word, every paragraph
- Documents are reflections of the writer
- Frame content to meet multiple purposes
- Capitalize on creative writing models and practical training
- Create and use exceptional personal and business materials

Making Choices

- Which is worse – *bad* choices or *no* choices?
- Chose active strategic allies
- Practice conscious competence
- Add to your resources, tools and connections
- Chose to thrive instead of survive

Facilitating Meetings

- Stirring frank discussions (content, order and process)
- Talking through issues and tagging action items
- Setting expectations
- Securing buy-in
- Achieving critical outcomes and measuring progress

Weaknesses Are Action Items

- Objectively inventorying strengths and weaknesses
- Looking at critical reporting relationships
- How is your effectiveness gauged?
- Obstacles to growth and advancement that warrant attention

"He who lacks the ability to address weakness lacks the ability to lead" – Winston Churchill

Preventing Derailment

- Formalize and honor a plan for advancement
- Be prepared to reinvent and redirect
- Build loyalty and support constantly
- Be proactive about growing professionally
- Network ... earn respect and advancement simultaneously

Career Tracking

- Setting direction and milestones
- Optimizing talents
- Strive to learn ... and learn to apply what is learned
- Measuring ROI in terms of time and effort
- Leadership and leaving your mark