

# SYLLABUS AND WORKBOOK ASSIGNMENTS

*Yoga2Life*

## CORE COACHING FOR EFFECTIVE CHANGE

Aug 19 - Nov 4, 2014

### WEEK 1

#### **Reading Assignments Prior to FIRST CLASS** (Workbook pg. 5- 9 and pg. 21-44)

Mentor Coaching Definition and Scope  
What is Mentor Coaching?  
What Constitutes Core Coaching?  
The Art and Science of Coaching  
Contingent Conversation and Powerful Questions  
Coaching vs. Therapy and Counseling  
Coaching vs. Consulting  
Mentor Coaching as a Catalyst for Change  
Understanding the Context

#### **MENTOR COACHING DEFINITION AND SCOPE**

Leadership as a coach comes from a different place other than as either a teacher or executive. We ask deeper questions rather than recommend or direct. Reflect on the leadership of co-creating with your clients, a place of safety and trust, while working in a collaborative alliance.

In class we will discuss the following:

**\*\*Includes Demo Coach-the-Coach Session**

- Introductions of each student/personal Intentions
- Class objectives
- Distinctions and uniqueness of Mentor Coaching (what it is and is not)
- The development of your Mentor Coach Story/Dr. Dave's article
- SMART Goals for this course. Use the format described on **pg. 101 & 102**

#### **Reading assignments for next class: pg. 45-66**

- What is Unique to Mentor Coaching?
- Coaching from Center
- Creating Value From the Inside Out
- Balancing Doing with Being
- Co-Creating the Relationship
- Responding Intuitively
- A Context for Mentoring Change
- Communication and Connection

**Om Work:** Begin working on your SMART Goals.

Action Challenges, pg. 2, Yoga Supplement

## **WEEK 2**

### **COACHING FROM CENTER**

**\*\*Includes Demo Coach-the-Coach Session**

Announce class buddies and go over Coach-The-Coach schedule and forms.

We will discuss:

- Balancing doing with being
- Content and process in Mentor Coaching
- Developing the coaching conversation

**Reading assignments for next class: pg. 81- 86 & pg. 97-100**

- Effective Coaching Tools
- Developing Your Unique Voice
- Two Dynamic Coaching Equations
- **\*The Simple Coaching Model**

**Om Work:** Share a copy of your SMART Goals with your class buddy so you may hold each other accountable

## **WEEK 3**

### **BASIC COACHING MODEL**

**\*\*Includes 1 Coach-the-Coach Session**

*Prior to every coach-the-coach session, ask one class participant to explain the 5 steps of the simple coaching model.*

We will discuss:

- The Basic Mentor Coaching Model
- Mentor Coaching effectiveness for each aspect of the basic model

**Reading assignments for next class: pg. 87-112**

**Review pg. 81-86**

- Effective Coaching Tools
- Developing Your Unique Voice
- Two Dynamic Coaching Equations
- What To Listen For
- Delivering Powerful Questions
- Five Types of Questions
- Open-Ended Questions
- A Summary of Listening as Mentor Coaches
- SMART goals, Initiatives, Next Best Action
- Fulfilling the Client's Agenda

**Om Work:** Action Challenges, pg. 4, Yoga Supplement

## **WEEK 4**

### **EFFECTIVE COACHING CONVERSATIONS**

**\*\*Includes 1 Coach-the-Coach Session**

We will discuss:

- Clarifying and specifying the agenda, focusing on what the client wants
- Getting a clear idea from the client what he or she wants to TAKE AWAY (accomplish) in the session
- Effective coaching tools: listening and asking questions to better identify the agenda

**Reading assignments for next class: pg. 67-80; pg 113-124**

**Review: pg. 97-100**

- Review: The Basic Mentor Coaching Model
- Recognize Active vs. Passive Positions
- Effective Conversations
- Self-Statements
- Point of Reference and Locus of Authority
- Passive Position to Active Intention

**Om Work:** (Agenda/Intentions) Intention for the class, the pose, the conversation, life...  
Action Challenge, pg 6, Yoga Supplement

## **WEEK 5**

### **COACHABLE MOMENTS**

**\*\*Includes 1 Coach-the-Coach Session**

We will discuss:

- Hearing the coachable moments
- Discerning the best ways to further the coaching process

### **Reading assignments for next class: pg. 133-143 & Related Articles pg. 233 & 237**

- Choice Architecture
- Coaching Interactions
- Decision Clarification
- Information Processing and Communication Facilitation (*pg. 233*)
- Toward Brain Hardware Optimization (*pg. 237*)

**Om Work:** Smart Goals/Buddy Check-In

## **WEEK 6**

### **INVITING THE SHIFT**

**\*\*Includes 1 Coach-the-Coach Session**

Coaches will hear the coachable moment, though clients may not always “see” it. We enable our clients to “see” by asking questions which help them explore deeply, create awareness and challenge their limiting beliefs. When we do this, we are inviting the shift. Coaches assist clients to become aware of the shift and can **recognize** when the client has shifted (or is about to.)

We will discuss:

- Inviting your client to shift perspective—viewing from a different level to facilitate insight
- Developing safety and trust in deepening the collaborative alliance
- Avoiding judgment
- Increasingly using your intuition

**Reading assignments for next class: pg. 127-131**

**Review: pg. 97-100**

- Review: The Basic Mentor Coaching Model
- Success Insurance for Completing Goals
- 11 Steps to Ignite Change
- Basic Tenets of Mentor Coaching

**Om Work:** Action Challenges, pg. 8, Yoga Supplement

## **WEEK 7**

### **FRAME THE SESSION**

**\*\*Includes 1 Coach-the-Coach Session**

Now that a client has become aware (the shift,) we hold a space so the client may decide IF and HOW they want to change. We help the client determine what (if anything) they want to do with that wisdom. Framing the masterpiece means clarifying and focusing on how the client intends to move forward.

### **Reading assignments for next class: pg. 145-146 & pg. 213-220**

- **Your Undeniable Benefit Statement**
- Coach Brand Articulation (Supporting Documents)
- Coach Brand Creation (Supporting Documents)
- Final Brand Statement (Supporting Documents)
- Internal Brand (Supporting Documents)

**Om Work:** Begin crafting your UBS and share it with a stranger (follow example in book on pg. 146.)

## **WEEK 8**

### **YOUR MENTOR COACH STORY**

**\*\*Includes 1 Coach-the-Coach Session**

We will discuss:

- Your Mentor Coach Story
- Your Undeniable Benefit Statement (UBS)

### **Reading assignments for next class: pg. 153-184**

- The Challenge of Change
- Basic Inquiries for Story Evaluation of Clients
- The Psychology of Change
- The Neuroscience of Change
- Principles of Change
- 12 Basic Principles for Change and Transformation
- Navigating Transitions
- Fixed vs. Growth Mindsets
- How to Mentor Change: 12 Principles

**OM Work:** Action Challenges, pg. 10, Yoga Supplement



## **WEEK 9**

### **MENTORING CHANGE WITH CLIENTS**

**\*\*Includes 1 Coach-the-Coach Session**

We will discuss:

- The role of the mind and the brain in Mentor Coaching
- The importance of psychology and neuroscience to inform change principles
- The dynamic process of both change and transition
- How to facilitate transformation

#### **Reading assignments for next class: pg. 57 & Related articles**

- Responding Intuitively
- Relationship Facilitation (what is this?)
- Related Article: Calibrating Intuition (pg. 257)
- Related Article: Mentalization: A Theory of Mind (pg. 265)

**Om Work:** How does your intuition serve you?  
Revisit SMART Goals--what has changed?

## **WEEK 10**

### **TRUSTING YOUR INTUITION**

**\*\*Includes 1 Coach-the-Coach Session**

We will discuss:

- The role and use of intuition in Mentor Coaching
- Application of regulating states of mind
- Success strategies of balanced learning

#### **Reading assignments for next class: pg.185-194**

- Structure Positive Focus
- Patterns of New Learning: 4 Phases
- Strategies to Deal with Change in Challenging Clients
- Avoid Common Mistakes

**Om Work:** Distill UBS

Create a list of five people in your circle of influence and share your UBS

## **WEEK 11**

### **CO-CREATING AND SUSTAINING SUCCESS WITH CLIENTS**

**\*\*Includes 1 Coach-the-Coach Session**

We will discuss:

- The role of the Mentor Coach as a change expert
- Choice architecture in furthering the goals of clients
- The power of awareness of the context for change
- Building the framework for change
- Group-Coaching

#### **Reading assignments for next class: pg. 195-202**

- Possibility Thinking
- 6 Step Action Plan for Achieving Goals
- 16 Step Growth Plan
- Elements of Mentoring Successful Change: A Summary

**Om Work:** Reflect on this 12-week journey and the impact it has had on you, both personally and professionally.

## **WEEK 12**

### **MASTERFUL COACHING**

**\*\*Includes 1 Coach-the-Coach Session**

We will discuss:

- Business tools to get you started
- Unanswered questions about the material
- Benefits and feedback about training
- The successful integration of coaching tools, methods, and principles into your existing work
- Your SMART goals for the next six months regarding Mentor Coaching
- Ongoing learning opportunities with CTA

**Final Exam: (online, open book)**