

# West Midlands Coaching and Mentoring Pool Conference

Journeys and transitions

Creating the story through coaching and mentoring

9th November 2017



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## Who Develops You ?

West Midlands Coaching & Mentoring  
Pool Conference

Exploring Coaching Dilemmas

9th November 2017

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## Session Aims

- Raise awareness of tricky coaching situations
- To generate curiosity – “what would you do?”
- Generate diversity of ideas for dealing with “grey” areas
- Share our experiences
- Reassure you that there are many good choices you can make
- Deepen relationships as a professional community



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## Suggested Contract ?

- Connect as a community of practice
- Confidentiality – what’s said in room stays in room
- Surface conflicts of interest
- Focus on learning
- Share actual experience rather than the hypothetical
- Be non-judgemental take a constructive approach
- .....Anything else...??



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## Introductions

- Your name ?
- What 1 word would describe what you would like to get from this session ?
- Are you to happy to work with the suggested contract ? any changes ?

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## What's a dilemma?

- Is it OK to have a romantic relationship with a current client ?
- Is it OK to contract with your client that information will be kept confidential and then to provide an update to their sponsor?

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## Four categories of coaching dilemma?

1. Confidentiality
2. Boundaries
3. Conflicts of Interest
4. Dual Relationships



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## Dual Relationships #1...

### Can you coach someone you know well?

You have been allocated a coachee who you have known for a long time. Your paths have crossed over the years and you would consider them more of a friend than a colleague.

What could you do ?

### Some Options ...

- A. Decline the assignment
- B. Ask them if they are comfortable with you as their coach
- C. Make sure the contracting conversation makes clear the line between colleague/friendship
- D. Suggest they work with a particular coach you think would be a good match for them
- E. Get on with the assignment, I'm professional enough to manage it
- F. Something else?

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## Dual Relationships #1...

**Can you coach someone you know well?**



### **Some Options ...**

- A. Decline the assignment
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## Conflicts of Interest #3

### **Is there an elephant in the room ?**

Over the recent past you have coached a number of people from the same department. You are noticing a fear factor associated with the line manager. Although the issue hasn't been raised specifically, you have wondered, more than once, if bullying might be in play. The line manager is, however, well regarded by Senior Management.

**What could you do?**

**What's your gut reaction ??**

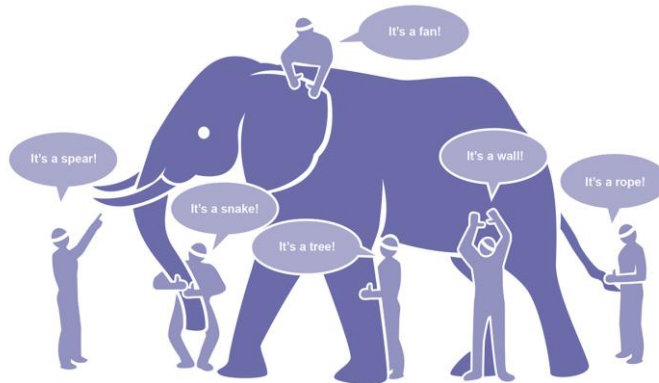
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## Consider different perspectives...



Who are the different players in this coaching dilemma?

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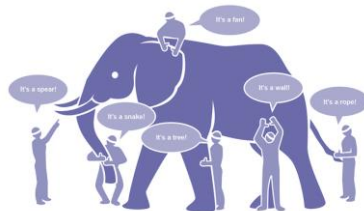
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## Exploring the elephant in the room (1)

- Pick a table (perspective) that you are curious about
- Discuss what is tricky in this scenario from this particular point of view
- Capture on flip chart in 2-3 bullet points
- Feedback from each table



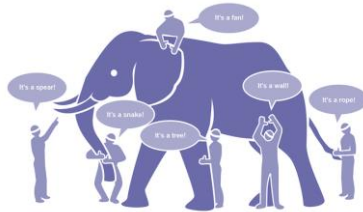
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## Exploring the elephant in the room (2)

- Return to your original tables to discuss
- What would your preferred option be now?
- Write on a large post-it note (one per table)
- Everyone can vote !

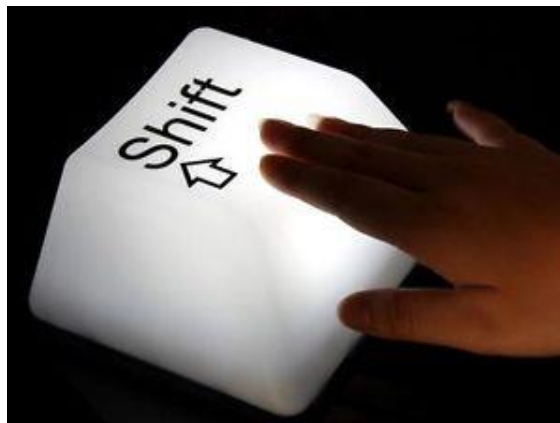


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## What's shifted for you ??



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## Q & A



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## Wrap up

In one word..... how would you describe your experience today?

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