

Effective Member Coaching

AmeriCorps Program Directors
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Learning Objectives

As a result of this session, you will be able to

- 1. Explain** the core elements of effective coaching.
- 2. Evaluate and analyze** opportunities to improve the coach/member relationship.
- 3. Develop and implement** strategies to reinvigorate team member dynamic.

Activity: Seasons of Leadership

Winter	Spring	Summer	Autumn

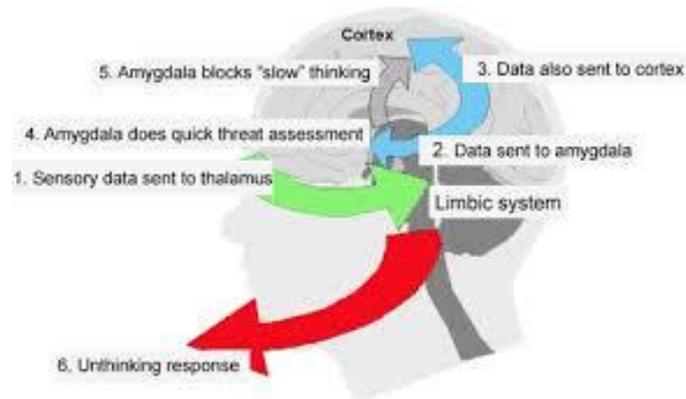
Effective Coaching: Core Elements



Emotionally Intelligent
Active Listener
Creative
Willing to Challenge
Vision + Details

Effective Coaching: Core Elements

Emotionally Intelligent



Core Element: Emotionally Intelligent

What am I feeling?

What are my options?

What do I really want?

Effective Coaching: Core Elements

Active Listener



Core Element: Active Listener

Attentive

Engaged

Tracking

Effective Coaching: Core Elements

Creative



Core Element: Creative

Resourceful

Concept Synthesis

Ideas

Effective Coaching: Core Elements

Willing to Challenge



Core Element: Willing to Challenge

Respectful

Committed

Compassionate

Effective Coaching: Core Elements

Trustworthy



Core Element: Trustworthy

Authentic

Follow-through

Consistent

Effective Coaching: Core Elements

Vision + Details



Core Element: Vision + Details

Articulate

Enthusiastic

Real

A Word (or two) About Motivation



Core Element Assessment

<u>Core Element</u>	<u>How am I doing?</u>	<u>Keep it up OR Make it better</u>
Emotionally Intelligent		
Active Listener		
Creative		
Willing to Challenge		
Vision + Details		

Opportunities to Improve

<u>Team Member/Situation</u>	<u>Change Needed</u>	<u>How We'll Do It</u>



Finally...in the midst of winter...



I learned there was within me



An invincible Summer. ~Albert Camus

Resources/Bibliography

<https://www.6seconds.org/>

Goleman, Daniel, “Emotional Intelligence: Why It Can Matter More Than IQ” 2006, Bantam Books

https://www.ted.com/talks/onora_o_neill_what_we_dont_understand_about_trust