



“E-Team E-Zine”

*Encouragement and Equipping for
Evangelism That Extends the Kingdom*

“How to G*R*O*W Leaders as a Coach”

October 8, 2002

“Y, BH?”

Whether they say it in words or not, one question I know people will ask me as I coach or speak is “Yes, But How?” As you think about your ministry as a coach, that’s a key question. Today, we’ll give you a simple way to “G*R*O*W” leaders as a coach. Can I actually coach? “Yes...here’s how!”

Coaches come in many shapes and styles. As you begin to understand your own leadership style, you will naturally gravitate toward a personal and distinct way of coaching. Yet, our goal is to pull out the best from the leaders we coach, so we have to have a strategy to help them reach their potential, plan their work and work their plan fruitfully. We coach toward *their* shape and style, sensitive to their needs, adapting our own style to serve them the best we can.

Let me give you a simple coaching strategy you can adapt and use to help you coach more effectively.

“G*R*O*W”

This method comes from “Coaching For Performance” by John Whitmore. This simple acrostic provides an excellent guideline for you in a coaching appointment:

G...Goal *What is goal of our time together today?* If you try to address too many issues, you wind up getting little focused work done...so get the leader you are coaching to give you one or two things that need to be addressed in that appointment. This helps you bring focus and clarity to your coaching times.

R...Reality *What is the reality of this situation?* Often first impressions are not “reality.” Here a coach needs to **ask** wise and perceptive questions rather than tell the leader based on first impressions and assumptions. Patiently probe until you both get to “reality”...ask, listen, then ask

a little deeper, listen some more. *Be an asker and listener more than a teller.* Steven Covey's principle from "Seven Habits of Highly Effective People" is primary here...

"Seek first to understand...then to be understood."

O...Options *What are our options?* Usually the leader you are coaching has a couple of options in mind...and feels stuck. Brainstorm with them...teasing out ideas that can be legitimate options. Your key question here is... *"What else?"* Keep asking "What else?" and occasionally "Have you thought about...?" and you will often see the initial list of one or two options grow to 7-10. It's amazing how things surface...and one of those options will be God's next step for them. Often you'll reach a point where you have an *"aha moment"* as you think together, and that moment of insight makes a huge difference. Keep at it until you reach that point...it will come.

W...Will *What will you do next?* At this point, you ask the leader to summarize what you've been talking about with the action steps they will do next. Remember, let the leader make the decision and tell you clearly what they "will" to do. Your responsibility is not to do it for them, but hold them accountable to implement that action step. You may suggest some good resources at this point, as long as it is brief and practical. Also do some encouraging...remind them they can do it!

As you begin to use this simple strategy, you'll see your own coaching skills growing...and you'll help the leaders you coach grow, too! To sense the smile of God on your ministry as a coach and see the smile of gratitude from the leader you coach makes all the difference.

Coach, "G*R*O*W" for it!

Next edition: "A Great Evangelism Resource"



As always, please feel free to pass along editions of these "E-Team E-zines" to others. If you'd like to have people added to this mailing list, contact me. If you have insights, feedback or questions, I'm glad to hear them. God's best to you!