



West Yorkshire Co-coaching Forum

Meeting Summary
12th November 2009

Facilitator: Liz Ford

Number of attendees: 8

AC members: 3

Non-AC Members: 5

Number of new attendees: 4

Apologies Received: 12

New enquiries received since last meeting: 0

Updates & News

- The AC are running some free teleclasses for AC members on the following dates:
 - December 7th – AC Accreditation – Lead by Declan Woods
 - January 4th – Subject to be decided

For more information and bookings (AC members only) email Karen Blake
enquires@associationforcoaching.com

- Jan Brause is running a programme called “Coaching for High Performance” in Harrogate starting in January 2010. For more information see:
<http://www.janbrause.co.uk/user/custom/Microsoft%20Word%20-%20Coach%20Flyer%20Harrogate.pdf>
- If you are looking for someone to find you local venues for one-to-one coaching or training events try contacting Conference Leeds on 0113 220 6351 or www.conference-leeds.com
- If you are looking for some free supervision sessions and are happy to work with a supervisor in training please contact Anthony Owens on Anthony.Owens@leedsth.nhs.uk
- The 2010 dates for our co-coaching meetings are now posted on the **resources page** of my website www.ford-consulting.co.uk just click on **co-coaching forum**.

Introductions

After some networking and refreshments we split into pairs. We took turns interviewing each other and then, when back in the group, we introduced our partner rather than ourselves.

Coaching Practice - Coaching carousel

We had quite a few new members at this meeting and decided to do a group exercise to help us to get to know each other better. We had never tried this exercise before but everyone what keen to try something new.

- We set out two rows of four chairs facing each other– one row for coachees and one for coaches
- Each coach worked for 5 minutes with their coachee before a timer signalled time to move on
- The coachees stayed still but the coaches moved one place to the right
- We continued until the coaches arrived back at their original coachee
- Then we swapped roles and ran the exercise again

Reflections

Comments from role of coachee

- My story became more focussed with each coach – it became more refined each time
- I felt I was driving it and wanted more challenge
- It felt strange. I think I moved forwards and backwards rather than moving on with my issue
- Articulating my issue in several different ways helped
- The different approaches of each coach were helpful
- The different approaches were confusing
- It was thought provoking
- The different type of questions took me in completely different directions
- Because I considered my issue in so many different ways I felt I got a broader view of it
- I felt able to cut to the chase more with each coach
- Coaches who knew me were more insightful
- Having people listen to me and be interested in what I was saying was great
- I wonder how different the exercise would feel if the coachees moved instead of the coaches
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Comments from role of coach

- I found myself challenging more as the exercise progressed
- I found the 5 minute time limit difficult
- The time seemed to get shorter as the exercise progressed even though I know it didn't
- It was difficult exercise
- The stories refined as we went along
- The 5 minute time limit caused me to cut to the chase with good results
- There was no "baggage" as I moved from coachee to coachee. I needed to be able to start afresh each time and think the movement helped.

Perceived impact on practice

- It reminded me of the importance of agreeing with the coachee where they want to go and what they want to achieve at each session
- I'm going to try to use decisive questions more
- I'm going to try asking clients how they want me to work with them at each session. For ones who are new to coaching I'll offer suggestions / options / examples
- I'm going to re-look at the tools in my kit bag. What do I have and when can I use them?

Thanks to all who attended

Next Meeting Thursday 10th December 2009