Club Coaches Training – Part 1
Objectives

• Understand the role
• Learn the coaching model
• Practice effective coaching conversations
• Learn the tools
• Next steps
Successful club coaches...

• Wants to help
• Open minded
• Flexible
• Guides (suggests) and listens rather than instructs
• Understands every club is different
• New clubs vs. existing clubs
What not to do

• Require a singing, a prayer or the pledge
• Determine their service projects
• Make their club like your club
• Argue with decisions that are legal and moral
• Create a dependency on you
Work in groups of 3-4 to answer the following questions:

What does coaching mean to you?

Time: 4 minutes.
Coaching is:

✓ Service-oriented
✓ Focuses on the club’s goals
✓ Can be one time or ongoing
✓ Requires the coach to shape shifter
✓ Requires the club to be receptive and to take ownership
The Coaching Process
Coaching model

- Performer's Role
  - Conversation
  - Coachability
- Coach's Role
  - Perspective
  - Progress

Circular arrows indicate the recursive nature of the coaching process.
The roles

- Coach - you
- Performer – the club members
Coach

- Listen deeply – show your interest
- Provide great service
- Bring a new perspective
  - Clarity
  - Uncover alternative paths
  - Build self-awareness
  - Move forward
Performers (Club & club members)

- Be coachable
- Have a goal
- Wants to be coached
- Own their own progress
Coachable Ready

- Yes
- No
- Don't know
Coachable

• Non-defensive
• Welcomes input from others
• Searches for answers
• Can admit strengths & weaknesses
• Handles setbacks with grace
Not ready for coaching

- Doesn’t listen to other’s ideas
- Staunchly defends status quo
- No interest in change
- Takes suggestions personally
- Dismissive of others
What are your triggers?

• Complete your assessment. Base it on the last month.

• Any surprises? Insights?
Debrief

• Can you stop being uncoachable?

• What did you notice about your triggers? Theme?

• How can you help improve your performer’s coachability?
Conversation skills
### Conversation skills

- **#1 – Deep listening**
- **#2 – Inquiry**
  - explore a topic more
  - creates pull
  - ask great questions
Better questions

• Open-ended
  ➢ inquire for more information
  ➢ provoke more thought
Let’s practice
Speaker: tell about your favorite service project

Listener:

- Total focus on what is being told
- If the speaker stops talking, ask probing questions
- Don’t interrupt. Wait 1-2 secs. Before you speak
Debrief

- Speakers – how did you feel?
- Listeners – how did you feel?
- All – practice this daily.
Coaching pitfalls to avoid

- Oversharing
- Assigning value/judgement
- Playing devil’s advocate too often
- Cutting off conversation
- Asking routine questions
Wrap up

• Questions

• Next Steps
  - Attend Part 2 on June 15

• Handouts/Resources

https://tinyurl.com/clubcoachinghandouts
Thank you for participating!

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