



Building a Coaching Mindset for Collaboration

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**Where are you arriving
from for this session?**

Trinity College
University of Dublin est 1592

What is 'collaboration'?

Working together interdependently to create
'more than the sum of the parts'

It requires

- COMPELLING TEAM PURPOSE ... agility
- A good connection between the parts (trust, psychological safety, feedback, etc)

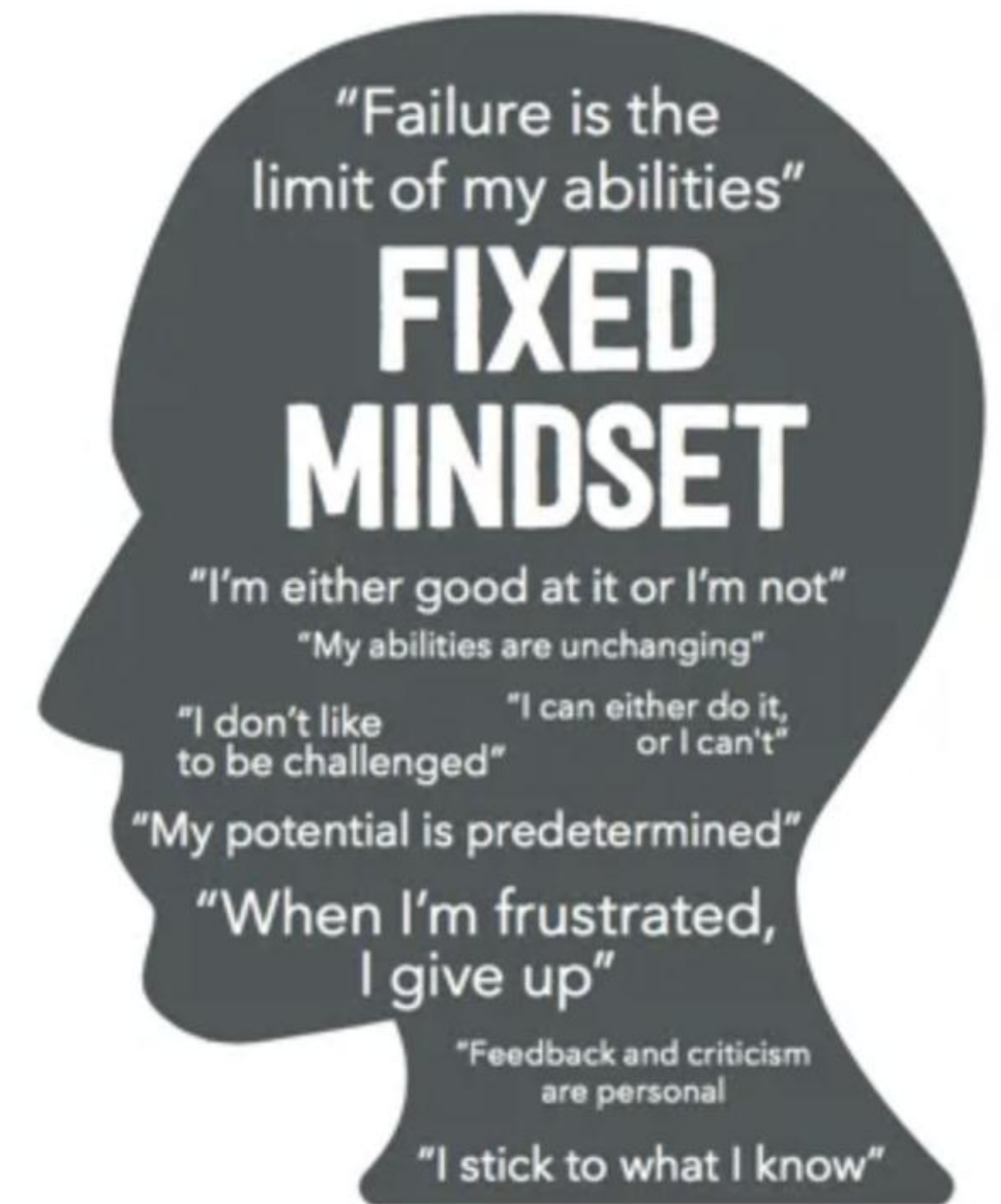
Questions:

- *What can we achieve together that we couldn't do individually?*
- *Why (and how) do we want to work together as a team?*



Creating the conditions

- Coaching mindset = growth mindset
- Small steps to better
- Experiments / prototypes
- 'Getting it right' over 'being right'
- No... But vs Yes... And...
- Collaborative / collective leadership



Mindset ... by Prof Carol Dweck



Establishing the Collaboration Agreement

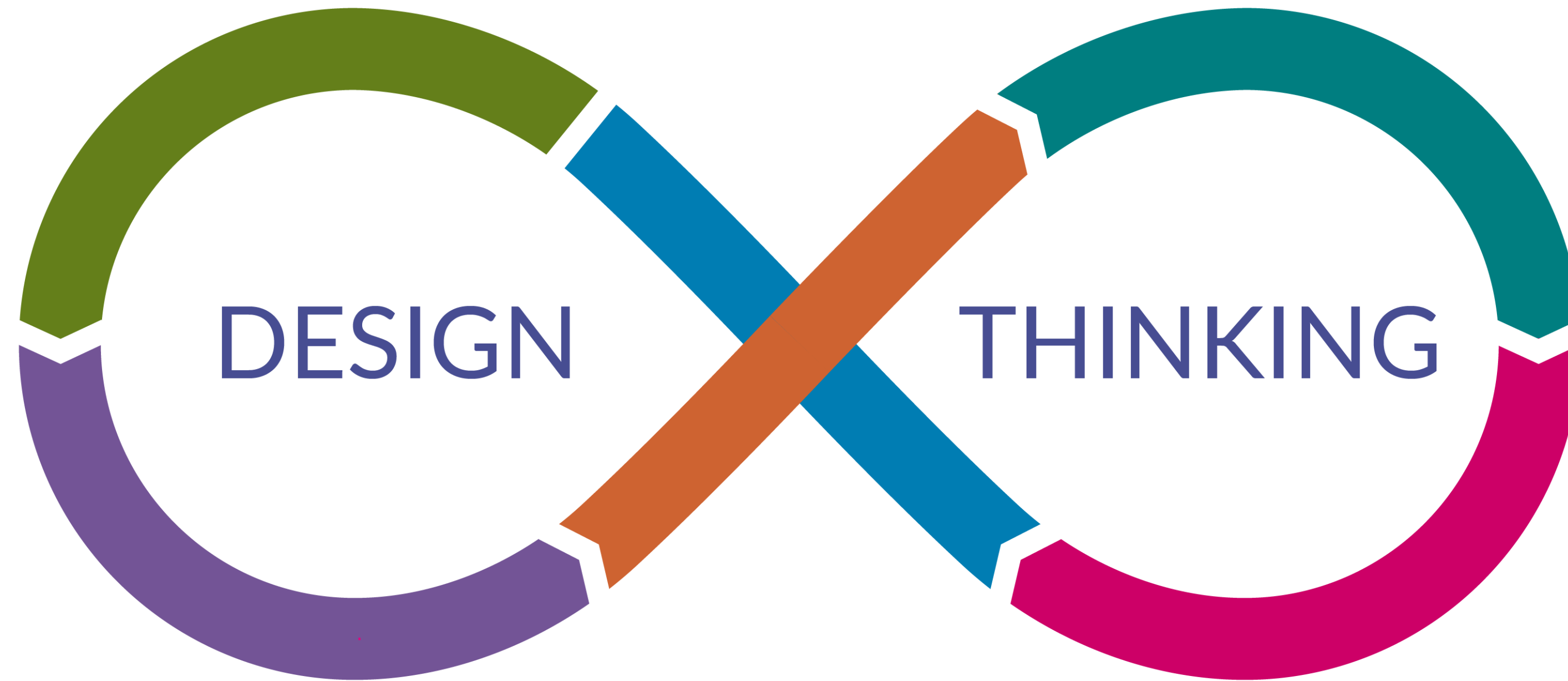
The Container

- What's ok and not ok ?
- How will we make decisions ?
- How do we resolve disagreements ?
- What does success mean for us ?

EMPATHISE

IMPLEMENT

PROTOTYPE



DEFINE

IDEATE

TEST

Image : System Concepts Ltd



Empathise

- Listening and being present
 - what are the barriers?
- Listening not just with your ears
 - what's not being said?
- Playing back... so what I'm hearing is...
- Open questioning e.g.
 - say more
 - what does that mean to you...
 - when A happens, what is the impact for you?



Define

- What do you want from this conversation?
- What would be helpful here?
- What does 'better' look like?
- How will we work together on this?
- What's ok and not ok?
- What outcome are we working towards?
- What resources / boundaries do we have?



Ideate

- What options do you have ?
- What have you tried already?
- What have you not tried?
- If a friend asked for advice on this,
what would you say?
- What is missing?
- What do you need more of, less of?



Prototype / Test

- So what's your next step?
- What are you going to do & when?
- What support might you need?
- What might go wrong & what can you do?

So let's try it out !!



Experimenting with a coaching / collaboration mindset

- “Ostentatious listening”
- No telling the other person what to do!
- No ‘piling on’ to the problem!

- Break out into groups of 4 – choose one person to talk & one to listen
– the others can observe





Let's review & reflect

What worked and why?
What didn't work and why?
What did you notice?

What might you take away or
do differently in future?

Still here?

EXCLUSIVE OFFER FOR ASVPM PARTICIPANTS

Got challenges or questions you'd like to explore ?

- Leadership challenges ...
- Managing team dynamics ...
- Finding direction in your career ...
- Getting the balance right for you ...

COACHING FOR CHANGE

Group Coaching Circle

– 90 mins – max 6-8 participants

Get in touch and I'll get back to you with details



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