



Strengths-based Coaching Cultures: Transforming Culture Through Learning Conversations

2021 Michigan CUPA-HR Conference

November 4, 2021

Session Opener

Activity Prep

- ▶ Put your things down
- ▶ turn sound off on smart devices
- ▶ keep legs/feet uncrossed and grounded to floor
- ▶ place hands palm up on lap
- ▶ align your head over your spine and hips
- ▶ close your eyes
- ▶ stay silent

Part I: Deep Breathing for 2 minutes

- ▶ focus only on breathing (10 seconds deep belly inhale, hold for 7 seconds, exhale fully for 10 seconds)
- ▶ release competing thoughts by acknowledging them and go back to breathing



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Part II: Reflection

Keep eyes closed, reflect on these questions:

- ▶ “What is most important for you today?”
- ▶ “What intentions or actions will you commit to?”



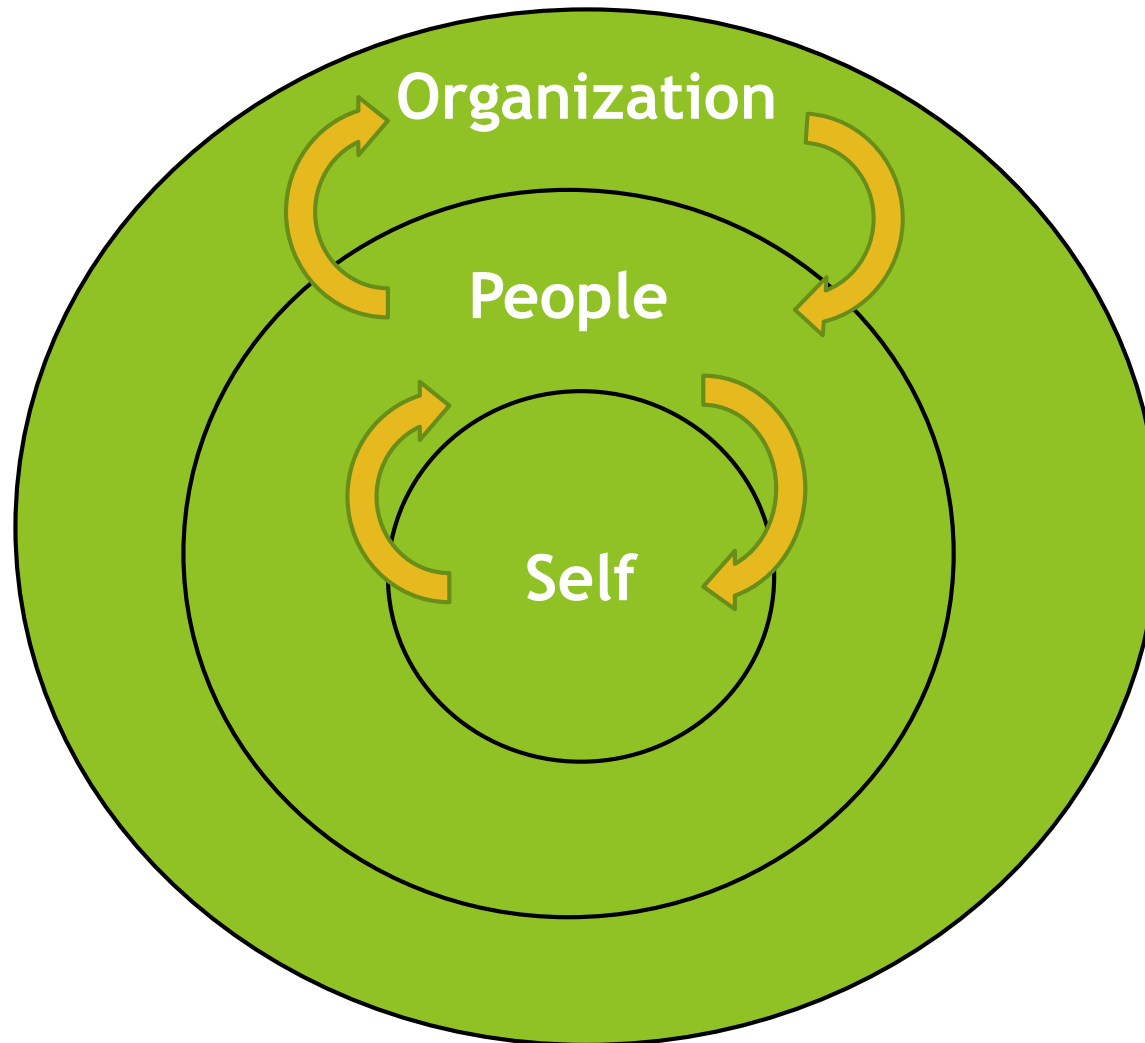
Session Opener

Part III: Debrief

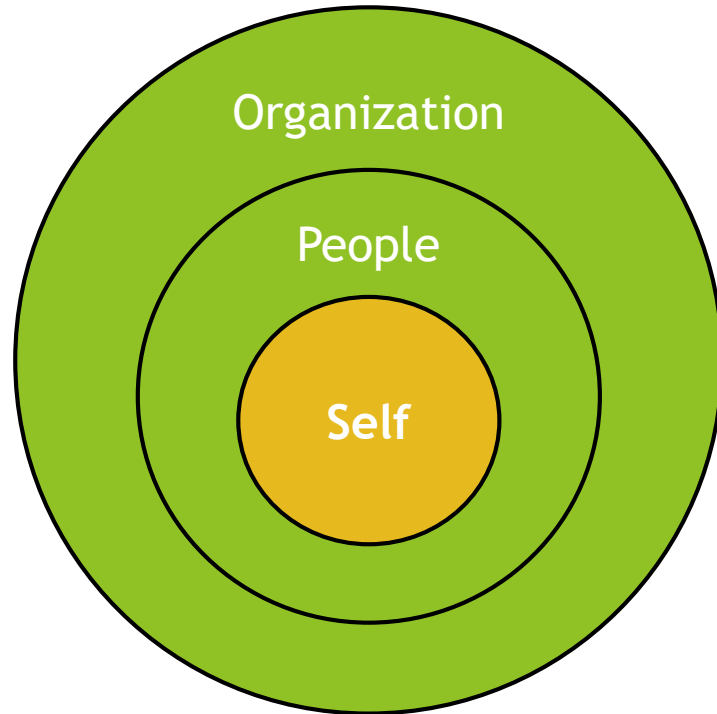
- ▶ What was your experience with the breathing/body focus?
- ▶ What came up for you during the second part, the quiet reflection?
- ▶ How would you connect this to the practice of coaching and culture?



Leader as Coach: Cultural Framework



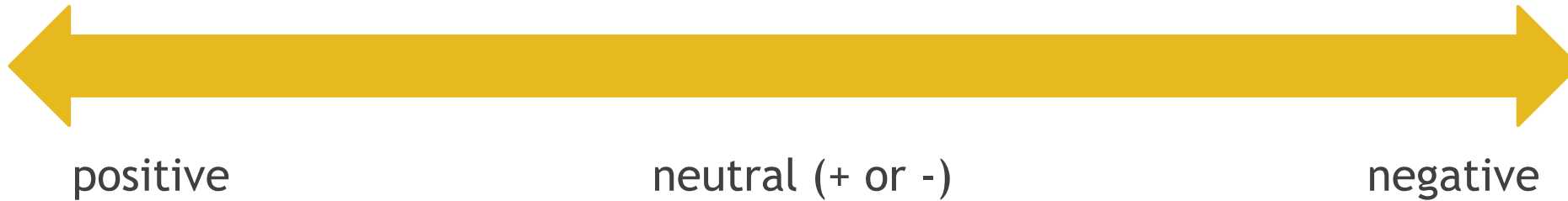
Self Coaching (personal awareness)



- The journey and influence begins with ourselves
- Mindfulness builds awareness, moves you away from reacting
- Know your values, strengths, weaknesses, biases and blind spots
- Know your narrative and avoiding negative intent
- Mitigate weakness

The Energy Continuum: Self Awareness Practice

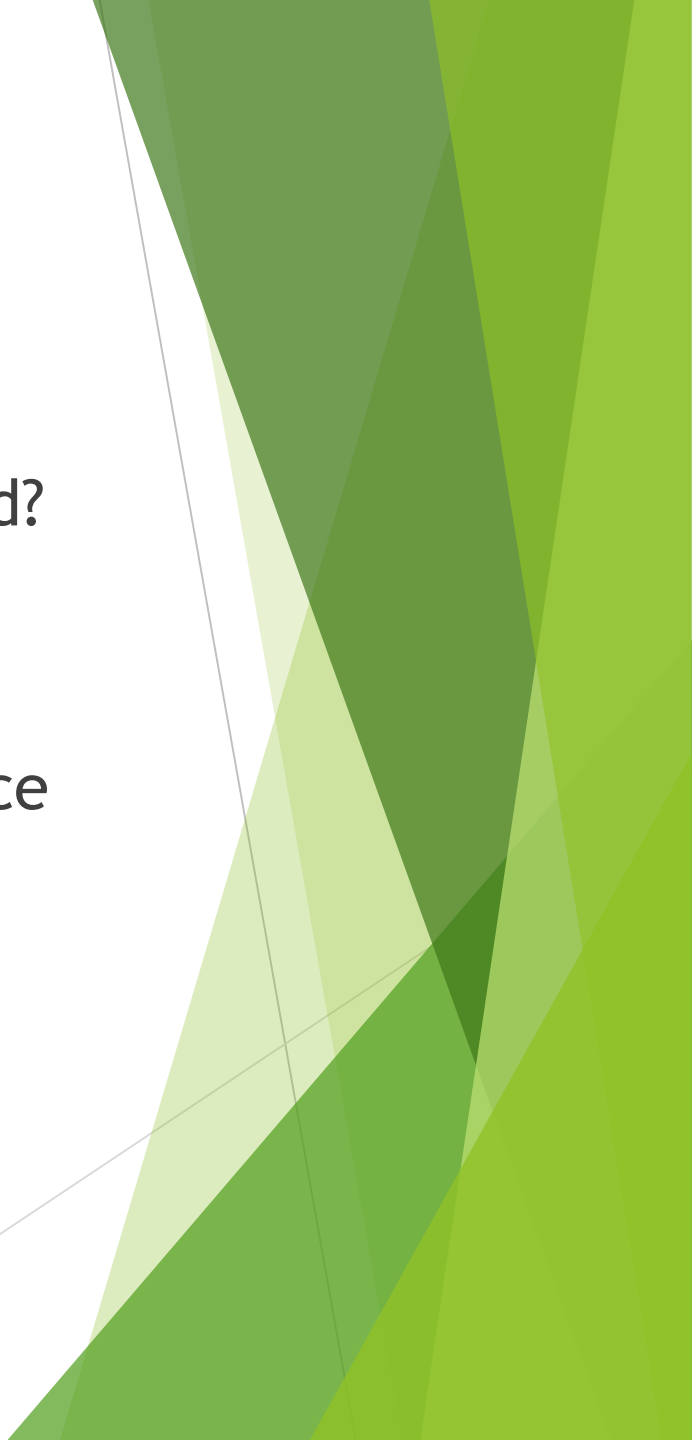
Purpose: Identify the types of personal energy you experience



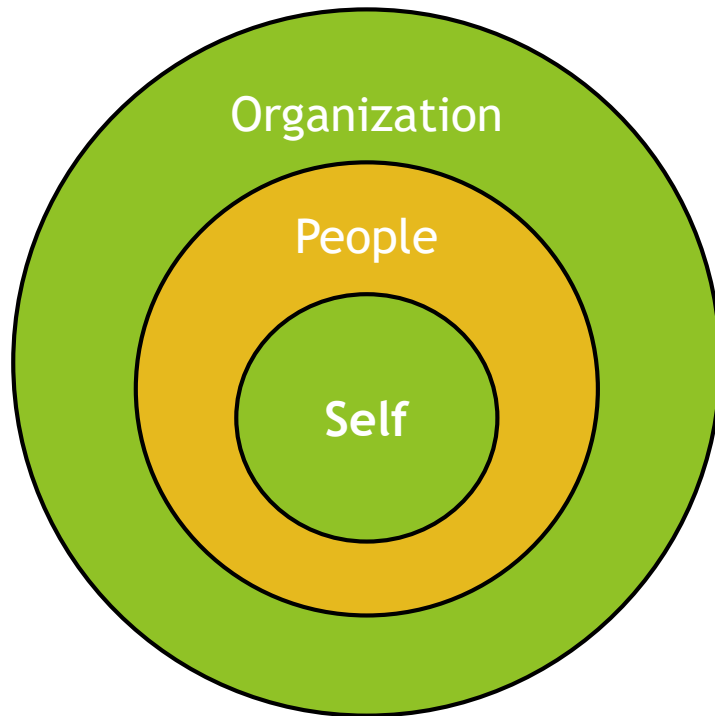
1. Stand in place and react to the type of energy you experience in response to the activity or situation called out
2. Move yourself to the part of the continuum that reflects the energy you feel



Continuum Debrief

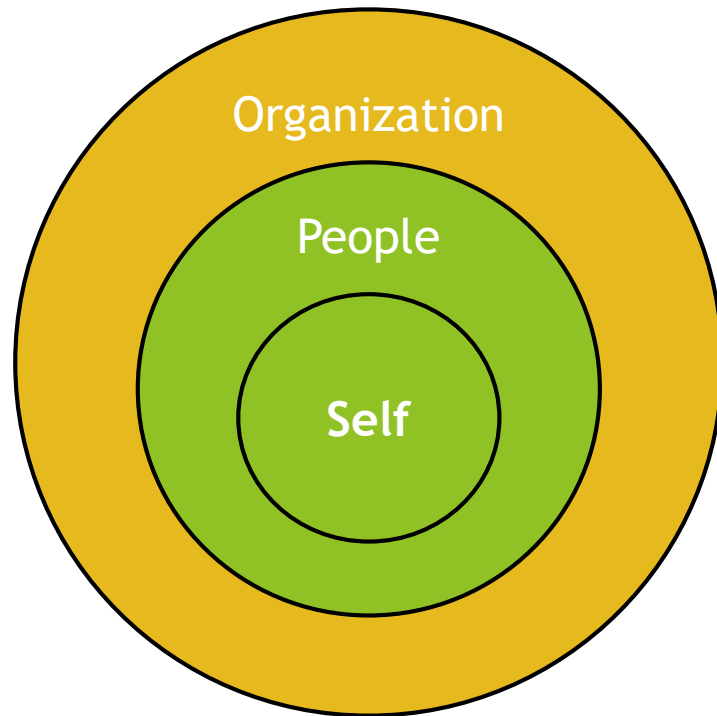
- ▶ Why did you place yourself where you did?
 - ▶ How might your biases show up with respect to where you are?
 - ▶ What might be your blind spots (avoidance in response to discomfort or unpleasantness) with respect to the activity/situation?
- 

People Coaching (“others” awareness)



- Partnership Approach: relational vs. transactional
- Mindfulness and presence leads to deep listening
- Learning others’ values, strengths, weaknesses, biases and blind spots
- Inquiry vs Advocacy-based conversations
- Learner vs. Judging mindset
- “Yes, and..” thinking/responding

Organizational Coaching (“Us” awareness)



- Appreciative Practice (AI), “what is life giving?” about our team/department/university or college?
- Discovering and aligning shared vision and values
- Generating possibilities
- Encouraging cross collaborations
- Engaging strategic thinking and creativity at all levels



Session Closer “3 x 2” Mindfulness Practice

1. Breath as we did before (2 minutes)
- 2a. Reflect: What was the most important takeaway for you?
- 2b. Reflect: What is intention will you set? What will you do with your takeaway?
3. Share your reflections



Thank you for
participating!