Wisdom of the Whole Coaching Academy

Linda Bark PhD, RN,
Master Certified Coach (ICF),
Nurse Coach-Board Certified (AHNCC)
Agenda

- Coaching definition
- Coaching definition exercises—leading and following
- Support for coaching efficacy
- ICF Core Competencies
- Structure of the session
- Coaching practice
- Gebser’s Structures of Consciousness
- Wisdom of the Whole coaching tools
- Integral approach to coaching
What Is Coaching?

The Nurse Coach is a registered nurse who integrates coaching competencies into any setting or specialty area of practice to facilitate a process of change or development that assists individuals or groups to realize their potential.

Nurse Coaching is a skilled, purposeful, results-oriented, and structured relationship-centered interaction with clients provided by registered nurses for the purpose of promoting achievement of client goals.


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What Is Coaching?

**ICF Definition of Coaching:** Coaching is partnering with clients in a thought-provoking creative process that inspires them to maximize their personal and professional potential.
Four Exercises to Define Coaching
I. Expert Role Exercise

- Find a partner
- Stand side by side
- Decide who is A and who is B
- Person A is the expert and leads the client/patient (person B) around the room
- Switch and have B as the expert, leading A (client/patient) around the room
II. Coaching Role Exercise

- Stay with your same partner
- A is the coach and stands next to and a little behind the client/patient (person B). A follows B around the room
- Switch and have B as the coach, following A (client/patient) around the room
- Now talk and share what you noticed
III. Verbal Expert Role Exercise

- Stay with same partner
- A is the expert and leads B around the room talking
  - Go here
  - Follow this process
  - Change this
  - Don’t eat that
  - Eat this
  - Don’t do that
  - Do this
  - Go right
- Switch and have B act as the expert, leading A around the room
IV. Verbal Coaching Role Exercise

- Stay with same partner
- A is the coach and follows B around the room talking
  - Where do you want to go?
  - Give feedback—I see you are going straight or right or left or fast or slow or whatever is happening.
  - How are you doing?
  - Where do you want to go now?
  - I am right with you.
  - How is it going?
  - What are you learning?

- Switch and have B be the coach
- Share with your partner about what you noticed
Why Coaching Now?
Support for Coaching

- Self-determination Theory
  - Autonomy
  - Support
  - Confidence
Self-determination Theory

- Autonomy
- Support
- Confidence

Intrinsic Motivation

Self-determination Theory
Self-determination Theory
Self-determination Theory

Confidence
Summary

- What is coaching?
- Why coaching now?
- Support for coaching efficacy
The Inner-workings of Coaching
Four Coaching Core Competencies

I. Setting the Foundation
II. Co-creating the Relationship
III. Communicating Effectively
IV. Facilitating Learning and Results

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I. Setting the Foundation

A. Ethical guidelines and professional standards
I. Setting the Foundation

B. Coaching vs. Education
I. Setting the Foundation: A Wisdom of the Whole Clarification

C. Coaching vs. Therapy
   - Focus of attention
   - Time orientation
   - Types of conversation
   - Ways of relating
   - Client characteristics
   - Process itself
I. Setting the Foundation

D. Coaching Agreement
II. Co-creating the Relationship

A. Establishing Trust and Intimacy
B. Coaching Presence
   - Appreciative Inquiry exercise
III. Communicating Effectively

A. Deep listening
- Paraphrasing
- Laser paraphrasing
Deep Listening: An Integral Perspective

- Body listening
- Somatic resonance
B. Powerful Questions

- Evokes discovery, insight, commitment or action
- Open-ended questions
C. Direct Communication

- I notice ............
IV. Facilitating Learning and Results

A. Creating Awareness
B. Designing Actions
C. Planning and Goal Setting
D. Managing Progress and Accountability

- Specific
- Measurable
- Achievable
- Realistic
- Time-bound

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Summary of Core Competencies

- Setting the Foundation
- Co-creating the Relationship
- Communicating Effectively
- Facilitating Learning and Results
Structure of the Session: Wisdom of the Whole Approach

Funnel
Structure of the Session: Wisdom of the Whole Approach

- The Six Questions
Question 1

We have xx amount of time together. What do you want to focus on?
Question 2

Connection to something meaningful:
- How would achieving this goal, change your life?
- How does this goal, connect with your values?
Question 3

- Where do you want to be by the end of the session?
Question 4

- How do you want to get there?
- Discussion
- Brainstorming
- Imagery
- Drawing
- Short meditation
- Tool
Question 5

What would be an easy next step for homework or personal work?
Question 6

What is your take-away from this session? What did you find of value? What is your Ah-ha?
Let’s Practice Coaching!
Where to Start: Holistic Assessment

Nourishment

Activity

Rest, Reflection, Revitalization

Cleansing

Holistic Assessment Activity
Practice Coaching Now

- Find a partner
- Have one person coach the other
- Give the coach some feedback
  - Did you feel heard
  - What did the coach do that helped you find new opportunities or possibilities
- Switch
Summary of Structure of the Session:
Wisdom of the Whole Approach

- Funnel - Six questions to focus session
- Where to start - Holistic Assessment
- Practicing coaching
Wisdom of the Whole Coaching: The Big Picture

- My journey to integral coaching
Jean Gebser


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Structures of Consciousness

- Archaic
- Intuitive
- Mythical
- Mental
- Integral
Archaic

Connected
Intuition-Magic
Mythical

Whose Story Are You Living?
Mental
Integral
Past Structures Coming Back

- Archaic - meditation
- Magical/Intuitive – Harry Potter – energy
- Mythical – story - Facebook
Structures of Consciousness in Human Development
Archaic
Intuitive-Magic
Mythical
Mental
Integral

INCLUDE • EMBRACE • TRANSCEND

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Support for the Integral Approach

- We have to enter the realm of the subconscious mind to create lasting changes


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Spectrum EEG Research

- Measuring integral brain wave patterns

Exploring Wisdom of the Whole Coaching Tools
Options Tool
1 to 10 Scale
An Integral Approach to Coaching

Vision and Mission
Vision

We see a world where everyone is unique and strongly connected to all parts of themselves, others, and all things. When people operate from this place of wholeness, we trust a different and better world will be created.
Mission

We believe our integral coach training and tools will help people see, value, and function from multiple perspectives. We are a home for discovery and exploration of a new way of coaching that creates wholeness and benefits the coach, the client, and the world.
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- Wisdom of the Whole coaching tools
- Integral approach to coaching

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Thank you and Take-aways

- Dyads
- Whole group

Linda Bark, PhD, RN, MCC, NC-BC
Founder and CEO
Wisdom of the Whole Coaching Academy

www.wisdomofthewhole.com
Phone: 510.864.2006
info@wisdomofthewhole.com