



Smart Strategies for Talent Development

The Magic & Methods of Choosing the Right Coach

Presented by Kate Ebner and Tanara Bowie



Welcome!



Izzy Martens

Webinar Host

Senior Manager,
Client Experience
The Nebo Company

How to participate in today's webinar

1. Participate in the poll

- At one point during this webinar, you'll be invited to participate in a group poll. Please do so!

2. Type in your questions

- Kate and Tanara will save time at the end for answering questions. You will use the Q&A function to type in your questions and we will read them aloud.
- If you have a question at any time during the webinar, please feel free to write-in your question using the "Q&A" or "chat" function in your Zoom window.

3. Troubleshooting

- If you need help troubleshooting at any time during the webinar, please send me a direct email at imartens@nebocompany.com



Kate Ebner
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Executive Leadership Coach



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The Magic and the Methods of Choosing the Right Coach

*How do you choose a coach
who is a great match for
you?*

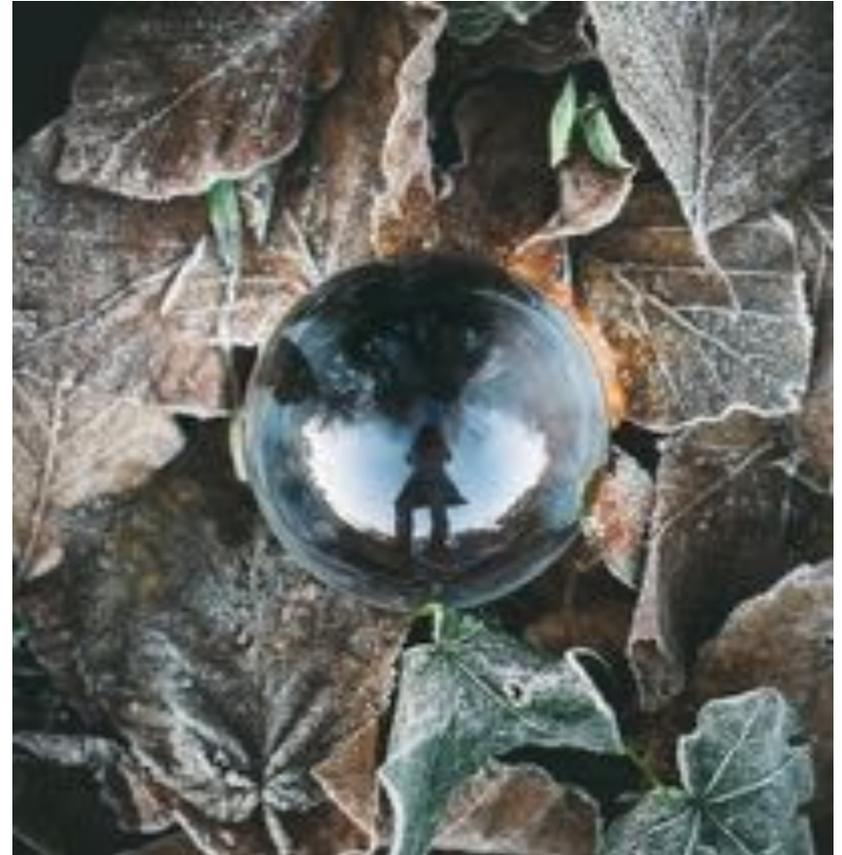
Key Takeaways:

- Learn about the art and science of choosing a coach
- Explore how to approach and evaluate fit (and why it matters)
- Apply effective strategies and tactics in your coach selection process
- Have your specific questions answered

The Magic of a Great Match

“My coach was just who I needed – the right person at the right time. She “got me” – and also challenged me. We had great conversations that changed how I see things and gave me the courage to step up.”

– Nebo Coaching Client



Let's start with a refresher on what you are looking to do with your coach.

This may influence who is the right match.

Group Poll:
What would you like to work on with a coach?

The Right Coach for Right Now

Different coaches offer different things; choose the coach who seems right for the focus you seek.

“Rightness” may be a combination of factors: personal style, methodology, background prior to becoming a coach, focus as a coach, intuitive sense of a strong fit.

Should you choose or is being assigned okay?

Both can work.

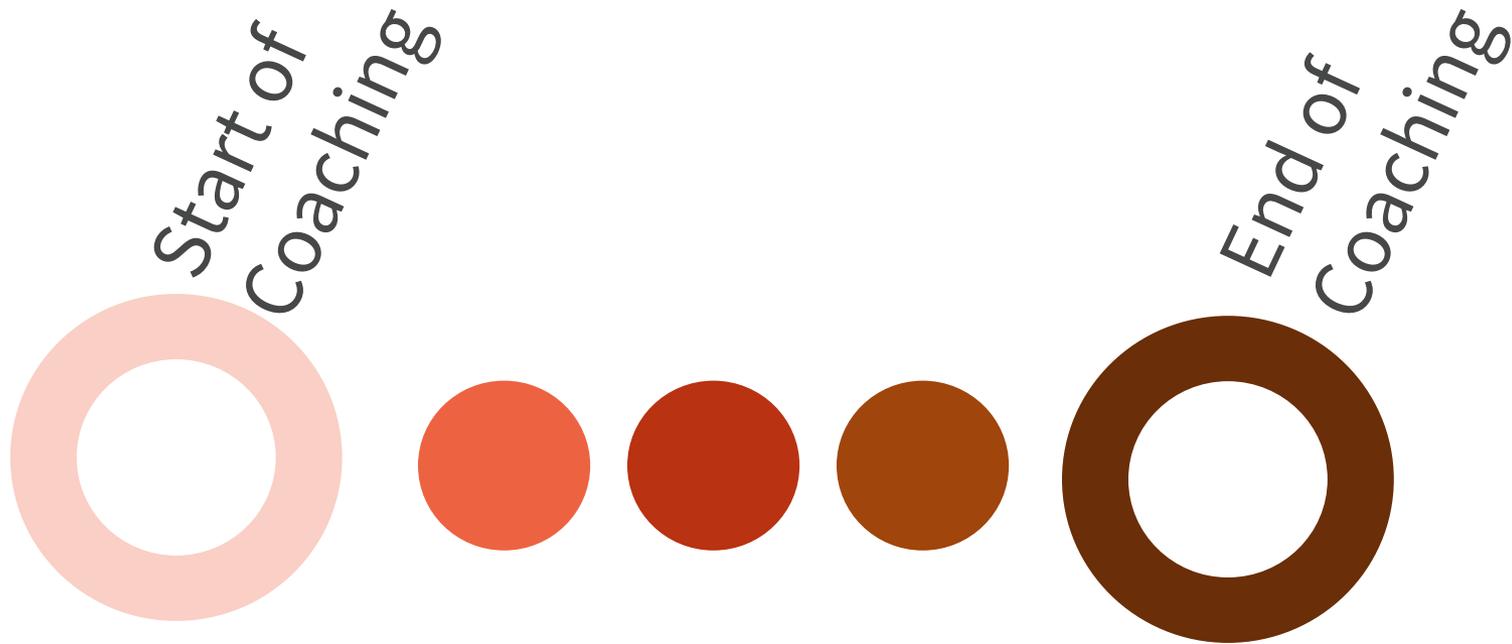
Best to choose.

- You know yourself best.
- You may feel more committed to the relationship.
- The process itself helps you bring coaching into your life.



Assigned coaching works well when: the person who is making the assignment knows you well and also knows the coaches well.

Remember to articulate your desired “Before...and After”



In advance of the interviews, write down your priorities, learning goals, and ideas about how coaching can help

What would you like to focus on?

What would you like to learn through this experience?

What are your priorities over the next 6-12 months? (At work, at home, for you, for your team or division, etc.)

Do you have any recent feedback that might help us shape this objective?

Four Reasons People Get Stuck in Selection Process

1. Overwhelmed in life and choosing coach feels like one more thing to do
2. Can't decide between choosing a coach who seems “like me” vs. or one with a different style, background or personality type
3. Feel like they have a responsibility to make the perfect choice to make best use of their company's or own investment
4. Not fully invested in coaching because its purpose and why they are receiving coaching was not explained well by their organization

The Coach Selection Interview

Your View:

- Will I like to work with this person?
- Can they help me? Who will help me best?
- What am I going to get from this process and investment?
- Have they worked with someone like me/in my situation before?
- What will it be like?

Coach's View:

- Will I like to work with this person?
- What approach will I take to be in service to this person?
- Will they be committed to this work?
- Are they coachable?
- How can I demonstrate who I am to help them choose?

Coaches need to know...

- You are ready, willing and open to being coached.
- You are able to describe your situation and what you would like to change about it or about yourself.
- You have time and ability to commit to the process.
- What is most on your mind, whether professional or personal – any special circumstances.



Leaders need to know....

- This coach understands me, what I do, and my challenges and goals
- What the process “looks like” – what to expect
- How the process will help me
- That the coach and I can relate to one another, whether not we have same background

To look for common ground, explore:

- What did you do before you became a coach?
- What types of clients do you typically work with?
- Do you have experience with someone in my situation, industry, stage of life?
- What is it like to work with you as my coach?
- What is your approach to coaching someone with my circumstances?

**Coaches understand the selection process.
No need to feel badly about saying no.**



Where's the magic?



Quality of
Connection



Quality of
Conversation



Quality of
Coaching
Process



Quality of Shared Focus (Intentionality)

So...
what is
“fit”
again?



You have a great fit when....

- ✓ You feel energized and excited by the interview with the coach.
- ✓ You have a fresh way of thinking about yourself and your challenge or opportunity as a result of the conversation.
- ✓ You understand what the coach is offering and how they go about delivering it.
- ✓ You are looking forward to the next conversation.
- ✓ You are ready to do your part, including making time for coaching.
- ✓ You feel that you shared honestly and openly and were met with the same.
- ✓ You feel hopeful or perhaps relieved about your circumstances and what you can do.

Coach Fit Interview Tool

Rate on scale of 1-5, with 5 being the highest.

	Coach #1	Coach #2	Coach #3
Warm, genuine connection			
Open, candid conversation			
Relevant experience and perspective			
Gained confidence and clarity about process			
Right blend of challenge and support			
Energized by the conversation			
Would like to keep talking			
Total			

Insights

What will you
take from
today's
session?



Discussion



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Strategies for Talent Development Series:*

Coaching Across Cultures
December 10, 1pm EST

Thank you!

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