

Getting To Know You

PROTOCOL

Purpose:

This protocol is designed to introduce new WSLA coaches and experienced WSLA coaches to one another. It is also an opportunity for the new coaches to deepen their knowledge of WSLA and WSLA coaching by talking with colleagues who have coached teams in previous years. Finally, the protocol gives new coaches an insight into both the WSLA coach culture and into a typical activity of WSLA Coach Trainings.

Overview:

This protocol pairs new WSLA coaches with experienced WSLA coaches. The process includes:

- The experienced coach interviewing the new coach and introducing the new coach to the total group;
- The new coaches having an opportunity to ask “burning questions” of their new colleagues;
- The two coaches choosing insights to share with the group about one of the many leadership quotes we’ve used in WSLA.

STEP 1: Interviews

15 minutes

Begin by introducing yourselves. The first part of the activity is an interview of the new coach by the experienced coach. The experienced coach will be gathering information about the new coach to share with the larger group.

Some questions the interviewer might ask. (You don’t have to get to all of them!) You might also come up with some of your own.

- What is it about being a WSLA coach that interests you—that causes you to choose to use your time for coaching?
- What professional experience brings you to coaching?
- What is a particularly meaningful piece of advice—or words of wisdom—you received on your professional journey?
- What is the greatest pleasure in your life?
- What do you think of as the most important skill you bring to coaching?
- Have you had a role model in your life? Who was that person and why has he/she served as a model?
- If you were hosting a dinner party and, apart from members of your family, could invite any four people—living or dead—who would you invite?
- When you plan a vacation, what are your priorities for where you go and what you’ll do?
- What would you like to share about your family?
- What is something that people might not know about you, but that you really like about yourself?
- If we look ahead to June 2017, what three wishes about your first year of WSLA work would you want to have come true?

STEP 2: Introductions (3 – 4 minutes/new coach)**45 minutes**

Experienced coaches will have a few moments to gather their thoughts about how to introduce the new coach they interviewed.

Then, beginning with one pair, the experienced coach will stand with the new coach and introduce her or him to the larger group, sharing the highlights of the interview.

STEP 3: Burning Questions**30 minutes**

Now, it's time for the new coaches to gather more information about WSLA and WSLA coaching from the experts: the experienced coaches.

Form groups of four by combining the already-paired coaching groups. These new groups are small enough to ensure that new coaches have time to ask their questions and that experienced coaches have time to give complete answers. Remember, this is a conversation, so be flexible about where it takes you. The conversation will, though, always be grounded primarily in what the new coaches want to know, rather than on what the experienced coaches are eager to tell.

So, begin with one of the new coaches asking a “burning question.” Then you're on your way.

STEP 4: Reflection and Sharing**20 minutes**

At the end of the protocol, the group of four will review the handout, Leadership Quotations from WSLA. This sheet includes many of the opening or closing quotations we've used in the coach training or in the regional trainings.

- INDIVIDUALLY, review the quotations and choose one or two that resonate with you.
- SHARE with one another the quotations you've chosen—though not necessarily your reasons (at least for the moment)
- FIND CONSENSUS: Is there one of these thoughts you'd like to dive into more deeply and, then, share your choice and your thoughts with the larger group?
- TALK ABOUT THE QUOTATION YOU'VE CHOSEN. What, as a group of four, speaks to you about this idea?

End the protocol with each group sharing the quotation they chose and their highlights of their reflection on the thought.