



Approaching Leadership with a Coaching Mindset - Part 2

How one approaches leadership is key to influencing others. Building capacity in your team is essential to achieving the greatest results. Listen to a conversation between Dr. Hank Staggs of the Tennessee Department of Education and Dr. Rachael Milligan of the Ayers Institute for Teacher Learning and Innovation at Lipscomb University as they discuss how to approach leadership with a coaching mindset.

Podcast Episode 5 — Run Time 16:34

Summary Points

Approaching others

- David Rock's SCARF model
- "Let silence do the heavy lifting."

Questioning and feedback

- Ask questions in a way that presumes positive intent
- Reflective feedback builds capacity in those whom you lead.
- Change vs. BEING changed

Facilitative vs. directive approach

- A coach is non-evaluative
- Coaching is the default mode, but there are moments a leader must put on a directive/evaluative hat.

Creating possibilities

- The coach mindset avoids dwelling on the past.
- Leaders with a coach mindset foster and promote others to be forward-thinking.

Continue the Conversation

"How could David Rock's SCARF model influence your communication as you provide feedback to others?"



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Food for Thought

Questioning and feedback

- Pay attention to your question to comment ratio. Are you asking more questions or making more comments?

Facilitative vs. directive approach

- Which approach is most natural for you?
- How are you most likely to approach your leadership: in a more facilitative or directive style?
- What are examples in which you need to be more facilitative?
 - > When do you need to be more directive?

Creating possibilities

- Consider dreams and goals without limit. What possibilities exist? How can you lead with this mindset?

References & Recommended Resources

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