Leadership Coffeehouse
Jam Session 021

Wrap Up Session
on 100 Hours
of Coaching

Sat, 10th
12 PM ET

How I prepared for Jam Sessions.
Coach Kevin Kelly's Video

Welcome!

Q& Time! & Reply to Everyone
in Slack Where Are Questions

The question mark
is a question

Q& how it can help you
grow and succeed

Question:
w@jeremy
slack

Six BIG Insights (at least)

10,000 Hours of Doing Anything Leads to Mastery...Doesn't It?

For Me in My Post-Evaluative
Life Teaching & Coaching Practice (making the point: 10K years)

For you? What's your 10,000 hours article?

How do you doing with
Accessible Knowledge

Mastery & 10,000 Hours--Science or Myth?

It turns out, the number is mostly arbitrary, but based in solid science.

https://www.livescience.com/2022/06/30-10000-hour-rule

3 Biggest Factors for Mastery in Our Professional Lives

1. Deliberate practice sessions
2. Feedback the process
3. Your mindset
   - Fixed mindset & practice
   - Growth mindset & coaching

You better love what you're doing!

Coaching over-over-over
with a competent coach

4. The BIG Deal
   - Your motivation

This should align with your sense of
purpose and your values!

For me, coaching & teaching are fueled
by all three! Color for me is a unique

For Today...

I'll stop the lessons learned in 10,000 hours of playing the piano...

& instead, focus on what I've learned through the challenging, great work of coaching executives and helping creative folk of various kinds.

Fairly visual trend of executive insights & emerging leaders, creeping from
mentor to managing

My goal...present them in a way where they can leverage the insights and have a few Enlarged Voice

1. Coaching is often misperceived as corrective...that's a BIG misperception

My Boss Said I Need An Executive
Coach...Should I Be Worried?

What do you hear if you say
"I'm thinking of hiring an executive
coaging a coach?"

Coaches & people

Contact: quality coaches work with high
producers & help support their for
growth in pursuit of level up
accomplishments

Coaching is NOT for
problem employees

Do Counsel If You Are Given the Opportunity to Be Coached

Frame: This can be the normal part of your
professional development for your career.

Be unemotional and explain in not
to alarmed because supporting high
performers is a normal thing.

If your coach will help you
level up in your career

Help you have a 1:1
your strengths

work with you carefully on a limited
number of goals/challenges

challenge you to think
differently, more strategic

Coach doesn't give you the answers,
helps you think through challenges
working with (coaching)

Coaching, if you and it endeavors to be
successful, will be a lot of work for the
coachee. It's a regular thing for a coach to work
with someone over a period of time.

The most successful people know they need help to make
strategic, cultural investments, and the people who stand
behind them are coming back stronger

2. Fear (in all of its forms) is truly the success and growth killer

"Fear is the mind-killer."
Frank Herbert in Dune

Keeps people from stretching, taking chances, experimenting, taking on new
challenges, pursuing new roles, and generally doing things they want to do

For Transitions: That's a big
gap to cross

Newsflash: you're
not alone.

Ok, truth bomb: what is holding
you back from your next opportunity?

For Vision: Actions sustain the
vision. They Feed Into it.

If you don't speak up,
someone else will

Mini: completely repeating my business mode to
Work on speaking/presenting skills focused on
Leadership Development

For career shifts: People will support from
I have the mind. People are at a point that
it's beneficial to all.

You can do the mind shutdown...and
Mike, what guarantees do you have
with which you do?

Building a coaching network for my
career reinvention program

3. The biggest blindspot I encounter with emerging leaders...

What do you think it is?

Level Up opportunities are often tripping points (and coaching is critical here)

What's your next level
as an advocate?

I have the
Vision Thing

11 Common Mistakes:

More V.U.B.s!

Not thinking through and developing a
plan to level up to higher level

Not building
new coaches
and mentors

Not Thinking through and developing a
plan to level up to higher level

Stepping off over the point of little wins

Failing to have a mentorship to learn
in and support the team's vision

Linear thinking, focused on the "Ladder"

Not building
new coaches
and mentors

Not Thinking through and developing a
plan to level up to higher level

Tripping Point: when experience becomes a strength and an adversary

Experience can and does translate to MISSING
Experience shouldn't be your operating model

When was the last time you
were a newcomer?

What brief company 20 Pitts hit?
Company Pitts Brief Company

Yesterday's market capitalization
of Netflix: $160 Billion

NETFLIX

Stop Under-Training in These Areas:

Yeah, developing in these
areas has been my thing

"Empathy doesn't just happen naturally for a lot of people. Our hard-wired society does not lend itself to empathy. It is a skill that must be developed and practiced. It requires a lot of choice we have to make, but the more we practice empathy, the more we develop it becomes."

How do you
develop empathy?

Yeah learn and practice the 3 components of empathy

1. Perspective Taking
2. Mirroring
3. Engaging with compassion

Focus Listening is
key to this

Tying Things Together: What I've Learned from Coaching the Most Successful People

Hard to engage, and I'm a little bit shy, explore experiment

They want help and they want multiple courses

They want help at
a reasonable price

They want help and
they want it now

Do the hard work and find a way

They want to hang out with
people who are successful
and I want to help them

They want to hang out with
people who are successful
and I want to help them

You do the work.

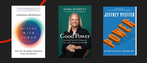
They challenge him coach

They adopt a coaching
approach of their own

August 11: A new
great book Rachel!

https://amzn.to/3yLqqUc

Ignoring the need to develop And apply POWER



V.U.B.s: Read all three!

Fear is at the Root of the Highlight Reel Playing in Our Minds

V.U.B. (very
important book)

What you tell yourself about you, your
abilities, your fears combine to set your
limits on growth and success

A few facts of power & influence to manage your center by...

Everywhere humans gather a
hierarchy emerges

Those who have power believe who
they are and what gets done.

Organizational politics is
mostly about power

Someone must choose us for success

If you want to accelerate your career and impact your
team and organization, you must learn to get out of
your comfort zone

Discuss

"But Art, I don't want to play those
games."

My response: "I don't care if you
want to play those games. Kevin Kelly

Dr. Kevin Rennedy, creator of "Good Power"

What you can do...(for starters)

Listen, Connect,
Empathize/Sympathize/ Give
Generously, Praise

If you have a mindset of a longer
view, prepare training, books, videos
and other resources ready

Take your mission from
the mountaintop to the
marketplace

Learn to be and sound a Strategic Bun a 360's
mindset and mindset and learn how to get
the most out of your time and energy
This where do the seminar

Learn to be a Strategic Bun with your
team. Develop a mindset and
"Up the level of your time, energy and
focus. Ask yourself, "Is this the best
what will you do right now?"

Learn to be a Strategic Bun with Your
Team. Where, when, or to have
Bun Time...Kevin Kelly

Learn Bun Rules for Success with
Your Team. (Tiger Leader Rules)

Together, build your
Bun Strategic Relationship
Matrix

Ask for feedback. A
lot! A lot!!!

Be Deliberate About Rewiring Your Thoughts

1. Start talk about it
2. Connect to supportive people
3. Identify the situations that trigger your negative self-talk
4. Become aware of your
   - Negative self-talk
   - Habits, thoughts, feelings
5. Rewrite your highlight reel and let go your negative thoughts
6. Ask for
   - Support
   - Seek help

6 Things You Can Start Doing to Begin Strengthening Your Power

1. Work deliberately to grow and strengthen key relationships in/with your organization
   - Use my weekly hack

The Thing
Another
Coaching

2. Learn to Lead in the
   - Politics of your organization

Build coalitions to solve vexing
problems or seize new
opportunities

3. A Mindset for yourself, team members,
   - and colleagues in other groups

What would you add?

4. Seek diverse experiences

Don't anchor to your
title or creation

5. Make your base a hero

Have the "Amazing
Conversations"

6. Build strong networks to build
   - Power and influence, Kevin Kelly
   - to solve problems

The ability to draw upon diverse talent from
a wide range of people is a key part of the
great success of "Good Power"

Strengthen as a Communicator

THINK ABOUT IT: Throughout my studies of people, I have noticed that the most successful people have been those who have made actions that were actually different exactly from others with what seem to be the
same circumstances. Jim Rohn

"You've got as far as you are able to
comprehend. Jim Rohn. Jim Rohn
Jim Rohn
Jim Rohn