



Church Leaders as Mentors Workshop

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Session 6

What is Coaching?



Missions Resource Network
helping disciples make disciples

**Coaching is...an on-going
intentional conversation that
empowers a person or group
to fully live out God's calling.**



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Coaching Involves....

- **Active Listening**
- **Powerful Questions**
- **Providing Feedback**
- **Designing Action Steps**
- **Providing Support for Continual Progress**

Active Listening

- How do you know when someone isn't listening well?
- How does it make you feel?
- What do you appreciate about someone listening to you?

- **Verbal Listening**

- Vocal responses: “Umm hum, Yes, I see, Continue”
- Restating - “So, you are saying...”
- Clarifying - “Would you give me an example of...”

- **Non-Verbal Listening**

- Facing the other person
- Keeping comfortable eye contact
- Nodding in agreement.
- Avoiding distracting behaviors.

Asking Powerful Questions

- **Open or Closed?**
- **Coachee or Me?**
- **Forward or Backward?**
- **Building or Correcting?**



G.R.O.W. Model

- Goal
- Reality
- Options
- Will



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G.R.O.W. Model

- Goal
 - What do you want?
 - Why is that important to you?
- Reality
 - What is going on?
 - Where is God at work?
 - What is working?
 - What is not?



- **Options**
 - What are the possibilities? Resources?
 - What else?
- **Will**
 - What option do you choose?
 - What steps will you take?
 - When will you begin...complete?
 - Who else needs to know?
 - What resources will be required?

The Transformational Formula

$$T = (D + A + R)^{HS}$$

Transformation =
(Discovery + Action + Reinforcement)
Multiplied by the Power of God

**Leader formation is like a farmer
co-creating an environment in which
God does his transformative work.
Mark 4:26-29**

'Jesus also said, "The Kingdom of God is like a farmer who scatters seed on the ground. Night and day, while he's asleep or awake, the seed sprouts and grows, but he does not understand how it happens. The earth produces the crops on its own. First a leaf blade pushes through, then the heads of wheat are formed, and finally the grain ripens. And as soon as the grain is ready, the farmer comes and harvests it with a sickle, for the harvest time has come."

Mark 4:26-29