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RENEWAL
COACHING

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NAESP
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Doug Reeves and Elle Allison



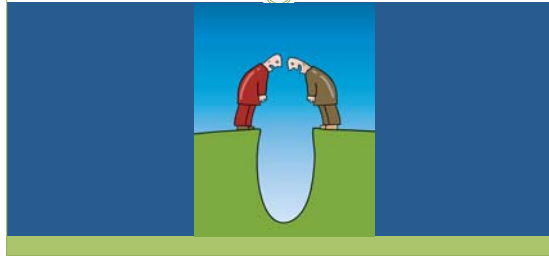
Our Audience

- Leaders who coach
- Internal Coaches
- Independent Coaches
- Aspiring Coaches
- Anyone who wants to use coaching as a way to "be" with others

We Began With these Questions

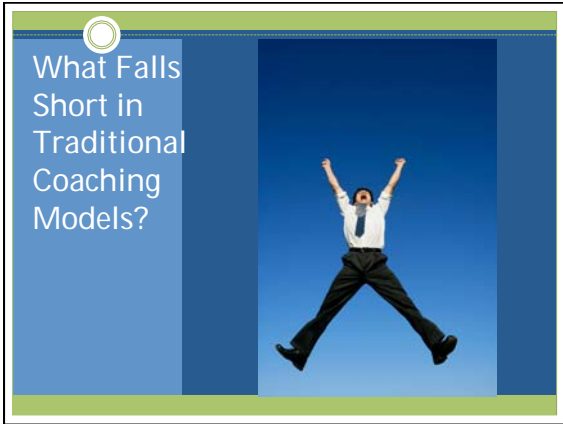
- Why is sustainable change so hard?
- What falls short in traditional coaches models?
- What would **coaching** for **sustainable** change be?

Why is Sustainable Change So Hard?



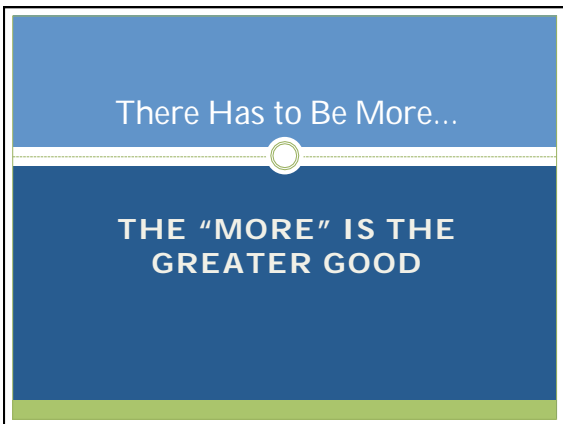
What You Already Know About Change Leadership

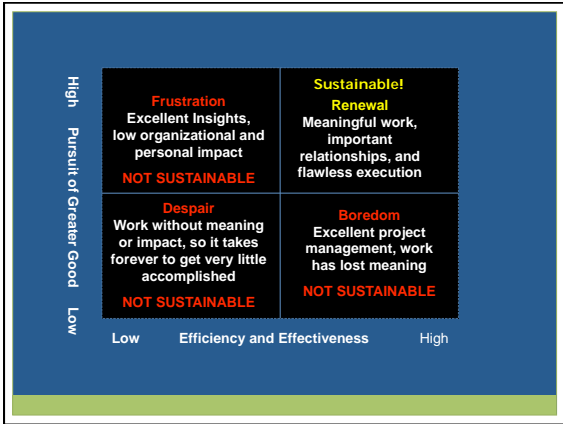
- Identify specific characteristics of changes that **FAILED** in the past five years.



Traditional Coaching Efforts Are Not Enough

Performance	Goal is <i>Efficiency</i>: Achieve personal objectives and manage time, projects, people	Goal is <i>Effectiveness</i>: Achieve organizational goals and execute coordinated strategies
	Goal is <i>Satisfaction</i>: Achieve sense of personal approval and reassurance	Goal is <i>Comfort</i>: Achieve cooperation and conflict resolution
Therapeutic	Personal	Organizational





A Better Way:

**SUSTAINED CHANGE
THROUGH RENEWAL
COACHING**

So What is it about the
Greater Good?







Characteristics of the Greater Good

- Benefits the self, others, larger context
- Personal meaning
- Is often fueled by adversity
- Is so compelling that it draws people forward and provides meaning
- Is Influenced by the best values of the time

The Greater Good

- Common purpose
- "We"
- Higher purpose
- Moral Purpose
- Meaning, legacy "what I was meant to do"
- Common good
- Moon Shot

"You want the moon? Just say the word and I'll throw a lasso around it and pull it down."



Moon Shots

The Greater Good

All scales lead to something that matters.



<http://www>

Soul Searching to Uncover YOUR Greater Good

- Skills, talents, gifts, hobbies, joys
- Roles, opportunities, surprising events
- The "good souls" in your life
- Loss, challenges, adversities

"It surprises us that darkness is a source of inspiration." --Pema Chodron

What is Your Greater Good?

HOW DOES IT SHOW UP IN YOUR LIFE?

“Passion is a significant multiplier of human accomplishment, particularly when like-minded individuals converge around a worthy cause.”

Hamel, G. (2009, February). Moon shots for management. *Harvard Business Review*, 87(2), 91-98.

The Renewal Coaching Framework

- Recognition
- Reality
- Reciprocity
- Resilience
- Relationship
- Resonance
- Renewal

Resilience

COACHING THROUGH THE PAIN



Coaching:
The Performance Edge

Renewal Coaching

Is a series of powerful conversations designed to support people as they accomplish important outcomes toward their Greater Good, through work that matters, while attending to personal and organizational renewal.

All the while, deepening their ability to do so.

Coaching?

- Coach
- Supervisor
- Mentor
- Consultant
- Therapist
- Nag!



The 100 Day Renewal Project

**WHAT'S SO BIG ABOUT
100 DAYS?**

**What Can Be Accomplished in
100 Days?**







What Can You Do in 100 Days?



“Whatever you can do or dream you can, begin it. Boldness has genius, power, and magic in it.”
-Goethe

“Action is the antidote to despair.”
-Joan Baez

Want to Know More?

- Renewal Walk with Elle tomorrow morning- meet right across the street at the Marriott Conference Center hotel front door 6:15 AM
- Visit us at www.renewalcoaching.com
- Follow me at [Twitter.com/elleallison](https://twitter.com/elleallison)
- Fill out the feedback form
- Book Signing at 3:15 – come talk to Elle at the Principal's Resource Center located in the lobby.
- Start a book club

What will be your moon shot?





Please fill out the feedback to
facilitator form. We appreciate your
feedback and comments
