

## DEVELOP AN EFFECTIVE COACHING SYSTEM

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Can't run this marathon race if you don't have power leaders around you. Key to making it is having some great leaders.



### **Training v. Coaching**

Training is systems , standards, and boundaries. It's Operational

Coaching is mission, vision, and understanding. It's Purposeful.

*Coach - Singular purpose is to mentor other leaders and raise them up.*

- *Course correction, why & vision behind it*
- *Small Group Leader - calibrate them, coaches with course correction & guidance. need to do something days, week, afterward.*

### **Information with Intention Feels Insignificant**

Training - what to do

Coaching - teaching how to think and the why behind the "do"

Why behind the what

### **Empowerment Starts with Clarity of Vision**

Defining the Win

### **Implementing a Coaching Model**

1. *Identify coaches by assessing top leaders in each ministry area*

- *who do you want to replicate?*

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- They have to be really good. They have to be able to communicate (especially with adults), relatively at ease with conflict.
2. *Remove coaches from your current organizational charts*
    - If they are on a roster, they will not be a coach. Separate.
    - Personal invitation
    - It should leave a hole in the ministry.
    - How many do you actually need? How many do you have?
    - Recommend: Small Groups & Check-In, Beta test, roll out gradually
  3. *Outline a coaches responsibilities, timeline, and steps with each new or existing volunteer they're advising.*
    - Not just critique, more about support. Small steps and aspects
  4. *Encourage coaches to document the process*
    - Google doc for feedback, information and develop a system
    - Dates, observations, comments, feedback, reception, growthAccountable to coach
    - Not a real expectation if it is not written down.
    - More people to care for, love and encourage leaders... retention should go up.
  5. *Schedule quarterly gathering with coaches and other insiders.*
    - When coaches get blindsided it is not a happy experience
    - Define what leader development looks like

### **Presentation and Family Ministry Coaching Documents**

[www.generis.com/orange-jess-bealer-coaching](http://www.generis.com/orange-jess-bealer-coaching)