



# 7 Ways to Plan Powerful Moments for Those You Coach

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July 27, 2022

**WELCOME!**

Access the slides in the chat, and we'll email them!

# OPENING | Nice to Meet You!



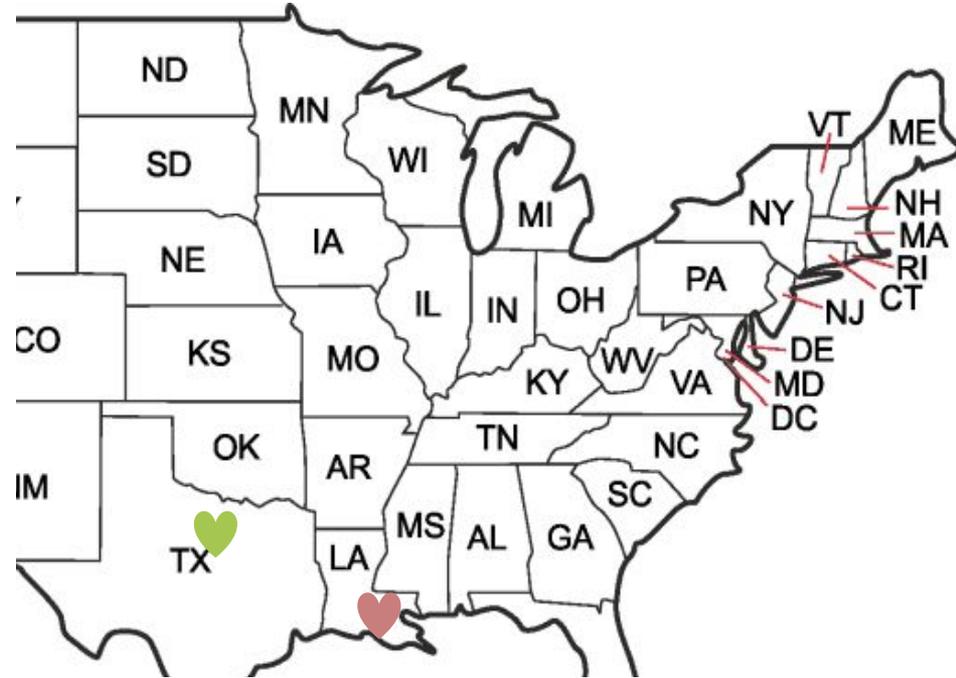
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phoebe@edelements.com



# OPENING | Let's Check In!



Add your role and location to the chat

What's the best coaching relationship you've had?

# OPENING | What We'll Do + How We Hope You'll Engage

Today we will:

- Spark thinking around what a coaching relationship can entail
- Expand knowledge about planning to support those you coach
- Practice 7 ways you can build powerful moments for those you coach
- Choose 1 thing to Apply

1

**“Safe enough to try” - Be willing to consider new ideas**

2

**Video on if you can. Keep that chat going!**

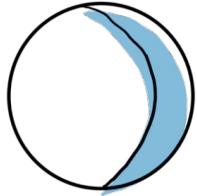
3

**Good tunes, good vibes**

4

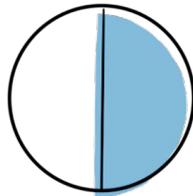
**Bias toward action!**

# OPENING | Our Process for Learning



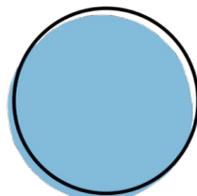
SPARK

Inspiration to illustrate why the rule needs to change



EXPAND

Resource or tool to build understanding



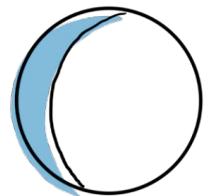
PRACTICE

Activity to practice the new rule in a safe environment



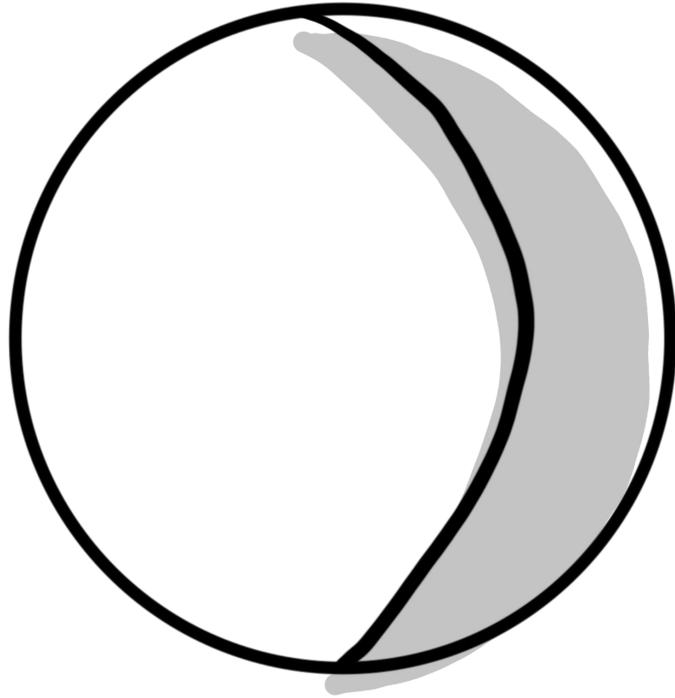
APPLY

Plan for trying the new rule in your work



DEBRIEF

Reflection on trying the rule + future iterations



SPARK

*There's a difference between asking someone what would make something better versus what would make them tell everyone they know about it.*

Brian Chesky, CEO



**Please be aware of the judgement the stars may bear:**

★★★★★ Perfection does not exist, but we were happy here.

★★★★ Several issues need to be improved.

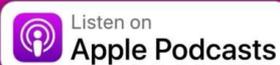
★★★ Major problems that should be fixed immediately.

★★ Close it down at once.

★ Put these hosts into jail.

“ It's like a video game. You slay a dragon. You think you've completed the game, and then you have the next level and all of a sudden the dragons get really big.”

— BRIAN CHESKY  
on the challenges of  
scaling a company



As heard on *Masters of Scale*

[Click here](#) to listen to the entire episode w/ Brian Chesky

**HOW MIGHT WE CREATE A**



**EXPERIENCE FOR THE  
EDUCATORS + STAFF WE  
COACH?**

# ONE STAR EXPERIENCE

	<u>★</u>	<u>★★★</u>	<u>★★★★★</u>
THINK			
FEEL			
DO			
SAY			

# THREE STAR EXPERIENCE



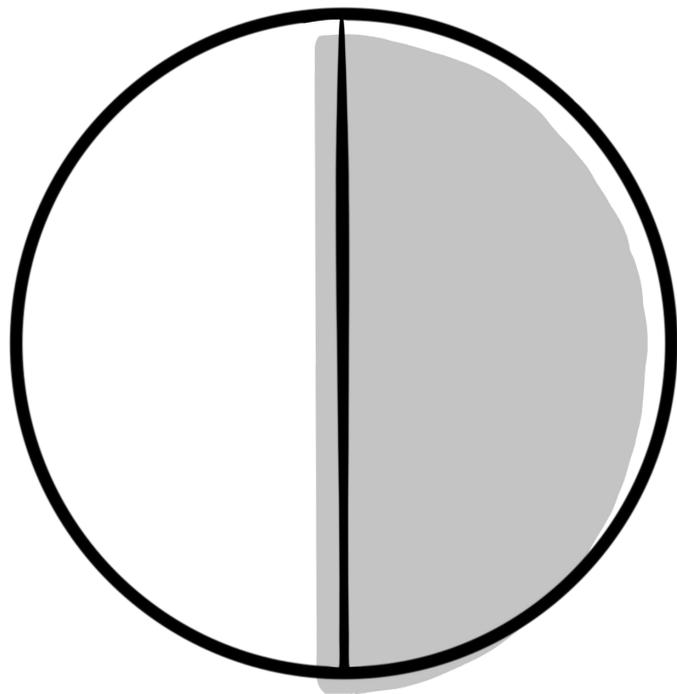
	<u>★</u>	<u>★★★</u>	<u>★★★★★</u>
THINK			
FEEL			
DO			
SAY			

# FIVE STAR EXPERIENCE

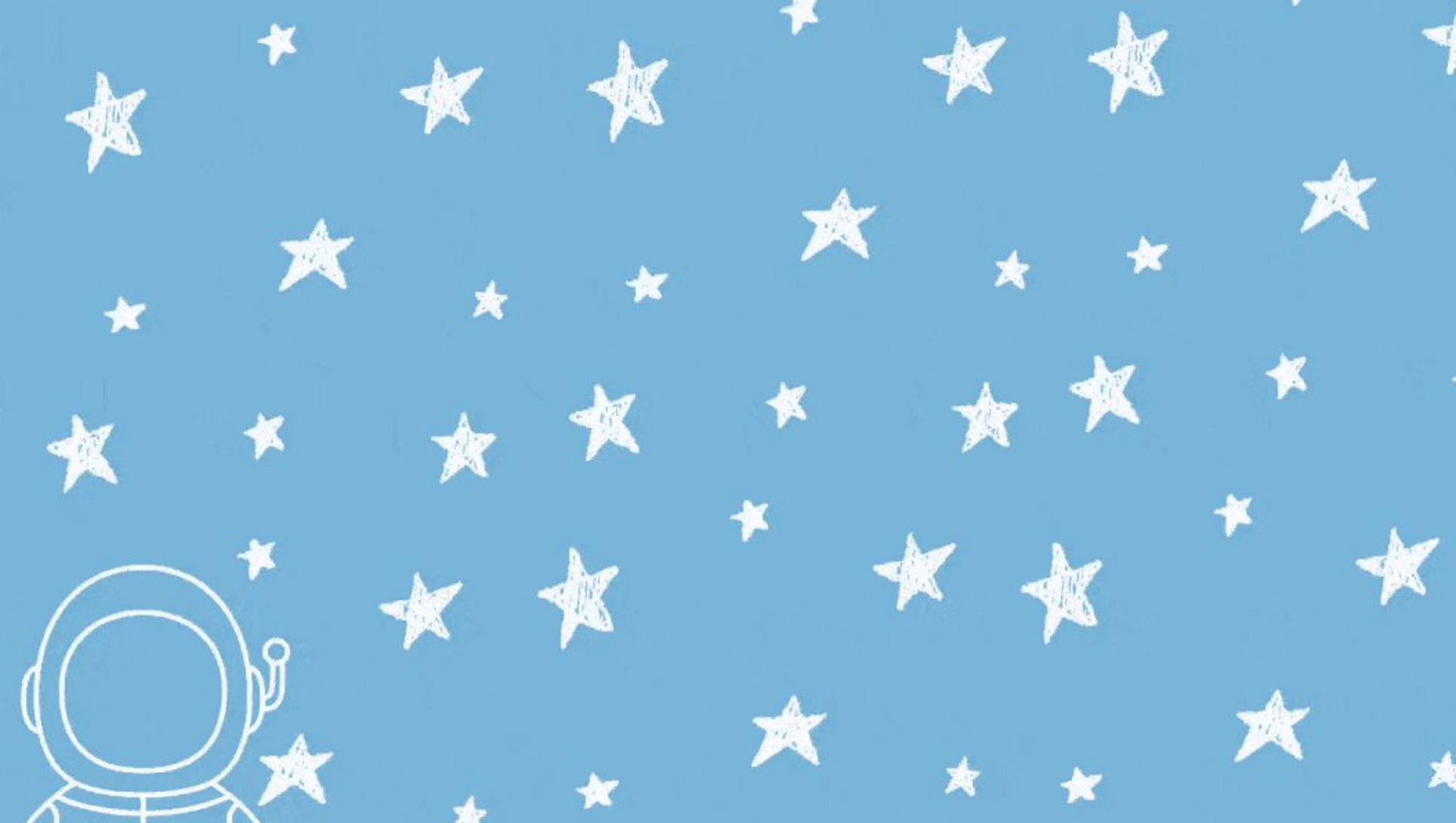


	<u>★</u>	<u>★★★</u>	<u>★★★★★</u>
THINK			
FEEL			
DO			
SAY			

**SOMETIMES WE HAVE  
TO DESIGN THE  
EXTREME TO COME  
BACK + FIND THE  
SWEET SPOT.**



EXPAND



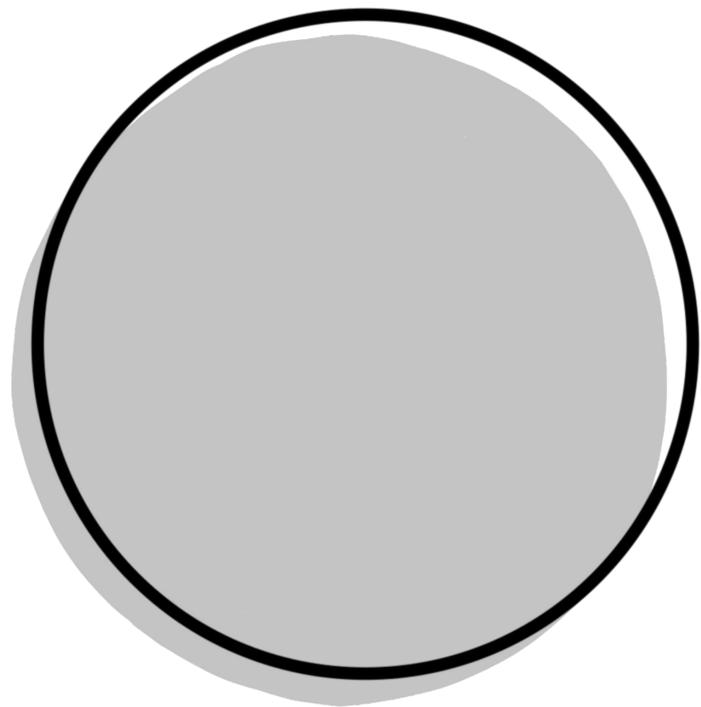
# MAKING IT HAPPEN | Our Sweet Spot Recommendations

## EXTREME IDEAS

- *Beyonce performs live!*

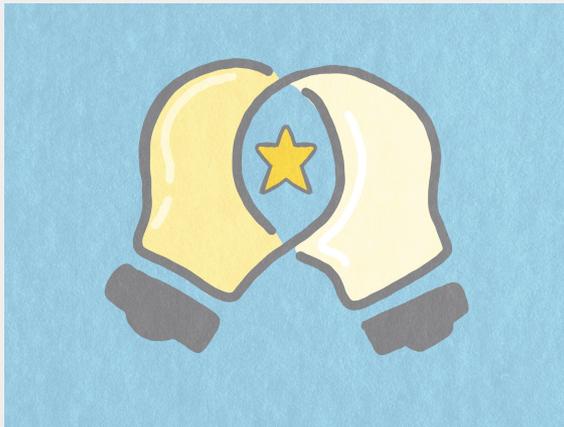
## SWEET SPOT IDEAS

- *Music playing and ways for the crowd to move and dance together at different times during Opening Day*



# PRACTICE

# 1 Use a “5 Star Experience”



- You can use the slides and materials we shared today **or** email us if you’d want us to facilitate this with your team
  - [courtney@edelements.com](mailto:courtney@edelements.com)
  - [phoebe@edelements.com](mailto:phoebe@edelements.com)
- Take the activity we just did and use it with your leadership team!
- Ask teachers to share their ideas for a “5 Star Experience”
- Implement some of the ideas you brainstormed as “Sweet Spot” ideas

## 2 Check Ins

What is the emotional status of the group?

Build connections slowly over time.



Top 3 for Emotional Pulse:

- How are you feeling, and what's your energy level?
- What challenges are you facing? What wins (big or small) did you have this week?
- If your day was a song, what would it be?

Layer Questions to Get Deeper

- What was your first car?
- How did you decide where you went for undergrad?
- What do you wish you were better at?

Want more? [Check-In, Check-Out Toolbox](#)

# OPENING | Why We Check-in

Deepen  
**connections**

Increase  
**belonging**

Allow us to be more  
**human**

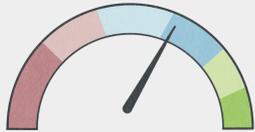
Ensure **all voices**  
are heard

Build  
**self-awareness**

**Engage** right from  
the start

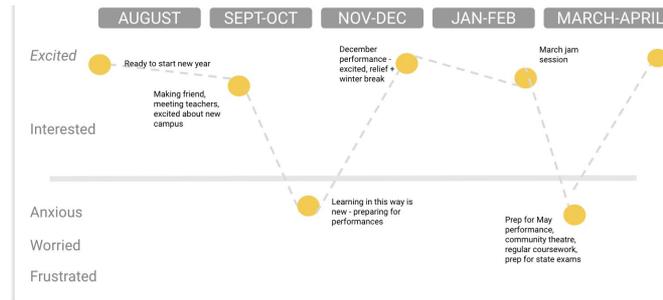
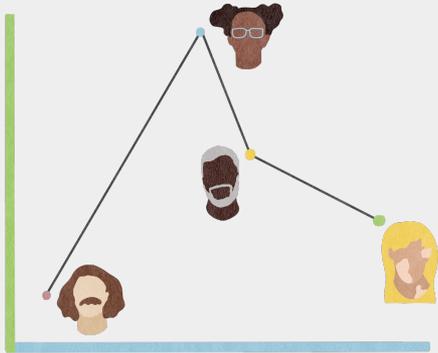
# 3 Daily Greeting

Prioritize a pop-in every day, even if it's just a minute, to have a true pulse



- **Add to Chat:** How many people do you coach? *Or if you lead a team - on average, how many people do your coaches coach?*
- Memories aren't fair! We remember the beginning, the end, and anything very memorable
- End the day with a "Hall Huddle"
- Morning Check In:
  - How are you?
  - Do you need anything?
  - Check for just one thing:
    - Lesson objective, driving question, desks setup for collaboration

# 4 Journey Map + Plan Powerful Moments when we expect “Lows”



- We know what months and weeks are toughest: what do we do about it?
- Ask teachers for their input
- Consider the “low” moments (when grades are due, the day after parent conferences or a long night, October, etc.) + plan for joy, especially around what makes it hard
  - Best Month Ever
  - Thank you notes
  - Time back

# 5 Shared Learning

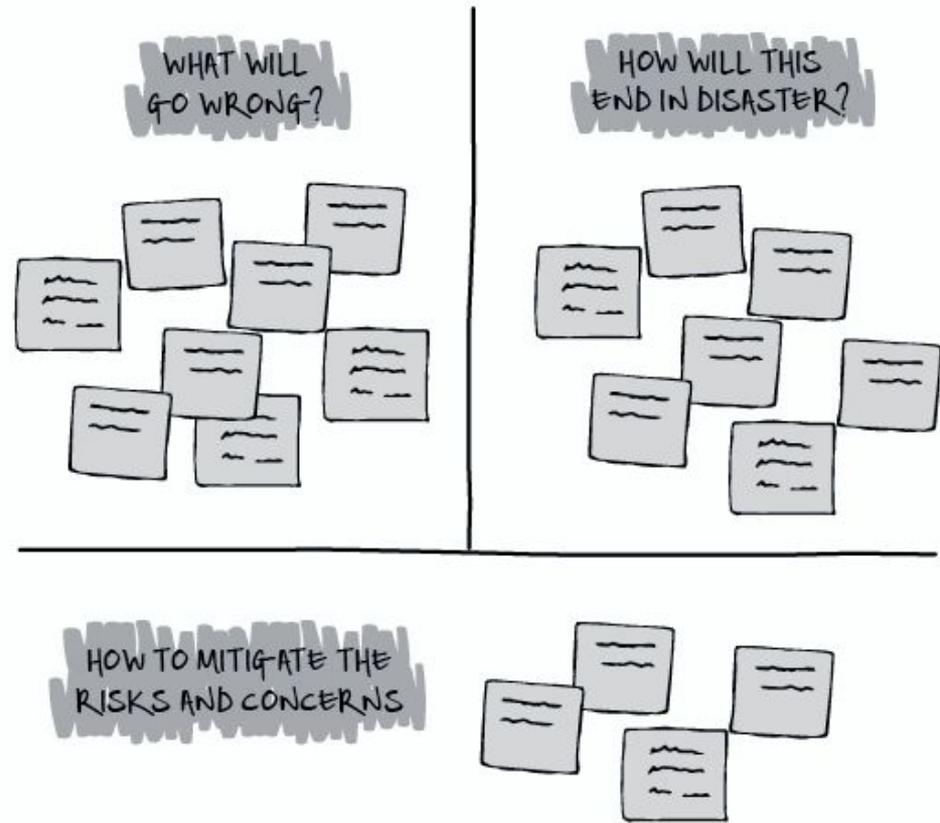
The most powerful moments come from deep learning



- Teaching is a craft that requires skill, practice, and feedback loops.
- Learning is more concrete when it is Personalized vs. didactic.
- A great coach uses great questioning to guide not direct learners to an objective.
- Effective questioning can make the Learning “stickier”
- Learning is a process of continuous improvement that can eventually lead to mastery

## 6 Retrospective or Pre-Mortem

- **Open space** to directly address risks.
- Asks teammates to **tap into their experience and intuition** to plan ways to have stronger relationships



# EXAMPLE | A Retrospective to Use

## Elephants, dead fish & vomit

N | NO KILL SWITCH

SEBASTIAN GEBSKI / DECEMBER 31, 2018

*This blog post is all about three particular kinds of issues Airbnb focused on when declaring their way to fix problems in their company culture; why its important to name such issues explicitly; what happens if you ignore them & why it's so important not to do so.*

*Disclaimer: the concept presented in this article is not mine, hereby I take no credit neither for the naming nor the idea itself. The terms come from [Airbnb's](#) CPO [Joe Gebbia](#) & I've read about them in "[The Airbnb Story](#)". I just think they are cool (& useful) enough to get you all familiar with them :)*

Naming is a game-changer. Once we name stuff, we give it the **IDENTITY**. Problems, once named, can be classified/compared/assessed, have boundaries (aka "are framed") - what makes all the discussions (& making decisions) so much easier.

No wonder that naming things brings so many "a-ha" moments - especially when someone labels a particular problem/issue/situation in a better way you ever did & it's a problem so well familiar it almost feels like a part of your family ;P

1. What **resonates** with you from this blogpost?

2. **Elephants: unspoken issues**, **dead fish: need to be removed**, and **vomit: needs to be vented** that exist on your team.



3. Pick one that you need to address or **make space for** in order to create more psychological safety.

# 7 Make Time to Hone Coaching Skills

Be sure that your coaches (or you) are making time to grow as a coach



When does your team make time to learn and grow?

How long does PD typically take?

How is your team moving forward in alignment?

# Learning Focuses on Application + Shared Understanding

○ Session 2: Who They Are and What They Bring - Relationship Building 0/5 ▾

○ Session 3: What They Know and What They Don't - Team Learning 0/5 ▾

○ Session 4: Who, What, Where, When and How to Share Perspectives - Engagement and Feedback 0/5 ▲

● Session 4: Spark  
□ VIDEO · 1 MIN · PREREQUISITE

○ Session 4: Expand  
□ VIDEO · 9 MIN · PREREQUISITE

○ Session 4: Practice  
□ VIDEO · 2 MIN · PREREQUISITE

○ Session 4: Apply  
□ ASSIGNMENT · PREREQUISITE

○ Session 4: Debrief  
□ TEXT · PREREQUISITE

○ Session 5: Who, What and Why - Responsive Decision-Making 0/5 ▾

Session 4: Spark

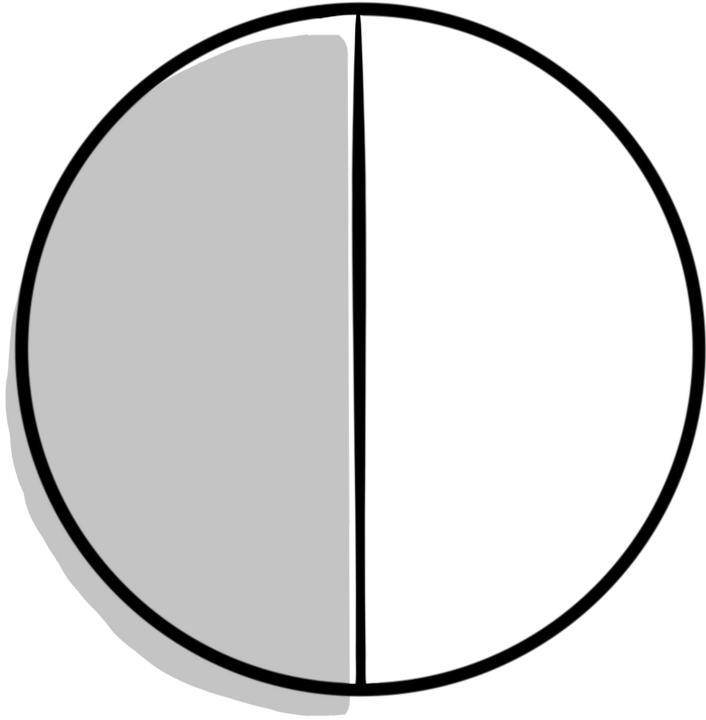
ESSENTIAL SKILLS FOR LEADING LEARNING: SESSION 4

WHO, WHAT, WHERE, WHEN AND HOW TO SHARE PERSPECTIVES:  
**ENGAGEMENT AND FEEDBACK**

**SPARK**

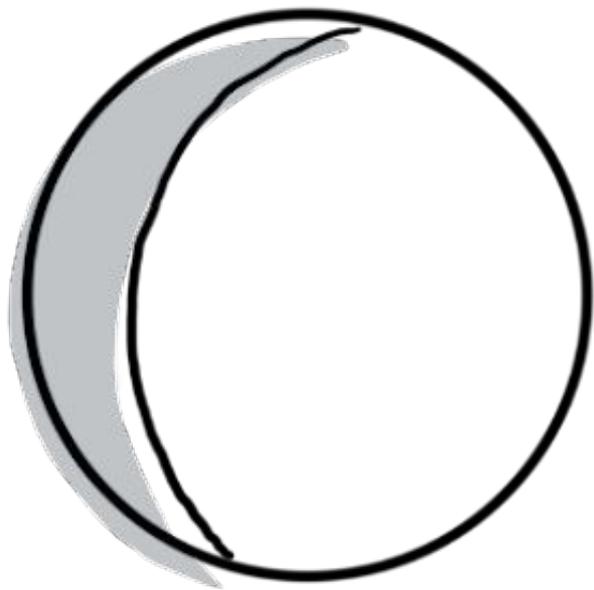
Education  
Elements

COMPLETE & CONTINUE →



APPLY

**What is one thing you want to try  
coming out of today's session?**



DEBRIEF



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these practices + other time saving tips*

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# CLOSING | Stay in Touch!



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Today we spent time:

- ❑ Sparking thinking around what a coaching relationship can entail
- ❑ Expanding knowledge about planning to support those you coach
- ❑ Practicing 7 ways you can build powerful moments for those you coach:
- ❑ Choosing 1 thing to Apply