

I had the opportunity to integrate the Intrinsic Coaching™ methodology in a group setting and experienced amazing results. Facilitating a work team's planning session, I used the Intrinsic Coaching™ approach throughout the day and, at the end of the day, after six hours, I noticed I was energized and had enjoyed the entire day, which was a pleasant surprise - often times, you leave a 6-hour team planning session feeling exhausted and frustrated.

Because I consciously made the choice to take an Intrinsic Coaching™ approach, I intentionally regarded the team members as capable, creative, and complete and kept putting things back in the hands of the people who were doing the work. As a result, I wasn't tired and the group got the outcomes they wanted.

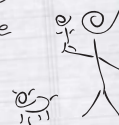


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Also, there were moments, one in particular, where the group was struggling and in conflict and were not moving along the lines of the preplanned agenda. I decided to make a conscious choice to step back and intentionally regard the group as capable, creative and complete. I said to myself, "I think they can figure this out. I am going to take a step back and not manage it for them. I'll give them a little more time and see what happens." And it worked. The group was able to come to conclusions that were important to them.



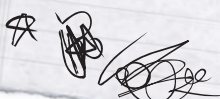
In using this approach throughout the day, I did things a little differently than I normally would do. For instance, I used questions to elicit their best thinking. I asked people to identify how they were feeling and to fill-in the blank, "Today will be helpful if ----." Hearing their answers gave me a very different sense of where they were than what I typically would expect when working with a planning team or a work team. It was really helpful and gave us something to come back to throughout the day...a place to check in and see how we were doing in meeting their expectations. We also talked about what was most important to the group and were able to identify if we were coming close to the mark or not. So this combination of asking, eliciting, and building was helpful.

remember to feed the dog

At the end of the day we had numerous ideas written out on flip charts. I think we probably all have been at meetings where at the end of the day there are 17 flip charts on the wall and they are all full and then some peer administrative assistant gets asked to type them up. I didn't want that to happen, so I asked the group a different question. I said, "Here is all the stuff we talked about today. What do you want to follow-up on?" As I asked these questions I kept reminding myself that this was their work to do, not mine, and that they were capable of doing it. The Intrinsic Coaching™ methodology enabled me to see I was working with a much bigger space and a lot more resources than are ever visible and so I built on things I couldn't see but knew were there. It really ended up being a very enjoyable day and the team found the time to plan to use the Intrinsic Coaching™ approach to all of my team planning meetings.



Intrinsic
Coach™



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