Leading Your Coaching Team:
How to Bring Out the Best and Lead Through Powerful Coaching

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When did you decide you wanted to be a Supervisor/Director?

Why did you want to become a Supervisor/Director?

Management vs. Leadership

Management consists of controlling a group or a set of entities to accomplish a goal.

Leadership refers to an individual's ability to influence, motivate, and enable others to contribute toward organizational success. Influence and inspiration separate **leaders** from **managers**, not power and control.

Harvard Business Review

Uniqueness of a Coaching Program

FairFutures

- Coaching philosophy and mindset
- Flexible and fluid work
- Goal focused & Proactive
- Data driven
- Youth development experts
- Collaborative
- Team approach to problem-solving
- Allies and partners are a necessity
- Celebrate the big and small stuff

- "The good guys"
- Easy work
- Less accountability
- Less Stress
- Less qualified
- Always having fun/Not serious
- Left out of key meetings/discussions
- Stepping on toes
- "I don't get it"

Building the Foundation of Leadership

Self-Awareness

What type of person do you strive to be?
What type of leader do you strive to be?

Create and foster a trusting environment

Remove fear, celebrate new ideas, embrace autonomy
"Perfection is the enemy of progress."

Creating a Culture of Trust

1. Communicate clearly

- Supervision w/ more coaching, less transaction - Kadushin Model
- Set realistic expectations and help your team understand their value and purpose
- Be open to push-back and feedback

2. Invest in your Team - Get to know them!

- Work styles - DISC Profile
- Coffee chats and small talk
- Be curious

3. Share the Vision & Seek Buy-In

- Clearly articulate your vision, goals and expectations then seek feedback, ask for input and look for blind spots

Accountability

1. Be clear on exactly what your staff are responsible for. Review job descriptions and performance goals regularly.

2. Share your accountability process: when are reports due? What happens when they are not due on time? (verbal warning, Coaching Memo, etc.)

3. Let staff know WHY your accountability process is in place. How does it impact the program.

Be a Walking Dashboard

1. Meet with your data and program performance people

2. Know what numbers are important to you, your program and your agency and why

3. Develop a system for regularly checking the data (use the reports from the FF platform)

4. Help your team to understand the value of data and how it applies to their work

5. Look for how your numbers tell a story and inform the decision making

Seek Out Collaboration

1. **Look to form your team of allies** (*Case Planners, Foster Parents, Housing, Medical/Mental Health, Education, HR, Fiscal, Operations, IT etc.*)

2. **Articulate why you want them to be a partner**

3. **Set a time to speak/meet regularly. Ask what works for them.**

4. **Recognize and celebrate their efforts**

5. **Don't ignore the "not ok's" or run from the discomfort**

Your Leadership Style: *Now & Then*

Thank You