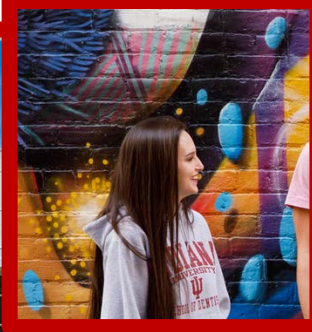# COACHING at Indiana University

What is COACHING?

Coaching conversations inspire people to remember that *they are the experts and the leaders in their own lives*. The coaches provide them with the time and the *safe space* in which to reflect on themselves and respond to skillfully posed questions.

These *powerful questions nudge people* to discover how they can transport themselves from where they are and who they are to where they want to be and who they want to become.

Contexts for Coaching at IU

- ❑ 7 campuses & one branch campus

- ❑ Centralized advising, advising in residence halls, departmental advising, student success centers, peer coaching programs, career centers, and other student service areas

- ❑ ~375 people so far

Contexts for Coaching at IU

❑ Many professional academic advisors and career coaches embedding coaching into day-to-day work and in classes (e.g. FYE)

❑ Some faculty advisors coaching their advisees or using a coach approach in their classes

❑ Some identified success coaches working with small populations

What it takes to BEGIN to embrace a Coaching Way of Being

❑ Attend a two-day workshop

❑ Practice with other coaches

❑ Implement with students

❑ Invite student feedback

IU Coaching Program

– Pre-work: video and self-assessment

Days One & Two (9-4)

– Post-work: learning assessment & reflection

– Pre-work: video-clips, practice, and learning modules

Day Three (9-4)

– Post & Pre-work

Day Four (9-4)

– Post & Pre-work

Day Five (9-4)

– Post-work

IU Coaching Program

After Days One-Five . . .

- ❑ Professionalism

- ❑ Groups & Classes

- ❑ Leadership

- ❑ Applications to Advising
  (roster review, orientation, etc.)

What it takes to build a Coaching Program . . .

❑ Administrative Champion
  - ❑ Budget for training the lead trainer
  - ❑ Time for trainer to create program

❑ Lead Trainer
  - ❑ Certified Coach (or in-progress)
  - ❑ Skilled Trainer

❑ Curriculum and materials

❑ Learning Management System or other place to house materials