



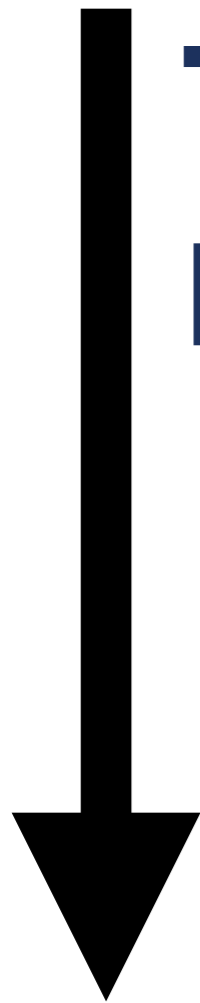
**Scott Gress**

LEADERSHIP TRAINING, CONSULTING & COACHING

***Excellence Through Coaching***

***Leading without Controlling***

**What does  
leadership look  
like?**



**Top  
Down?**

***“Take out the garbage”***

***“I want you to...”***

***“You should...”***

***“Take a seat”***

***“Do as I say...”***

***Any “Telling”***

***Controlling/***

***Authoritarian***

**Is “telling” leadership?**

***How do people react to:***

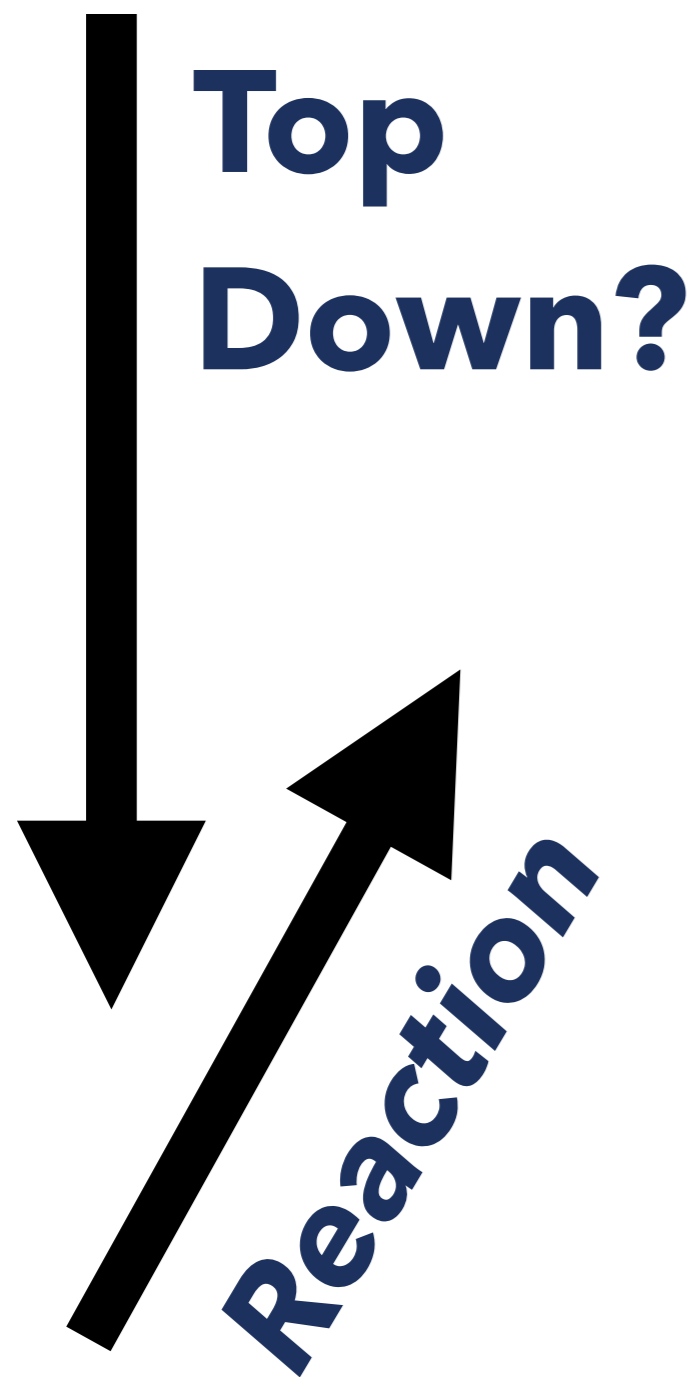
**Top**

**Down?**

***“Telling”***

***Controlling/  
Authoritarian  
Leadership?***

***Is this what you want?***



***“Sin, seizing the opportunity afforded by the commandment, produced in me every kind of covetous desire.” Rom 7:8***

 **Not Controlling/  
Giving Up Control** 

***Is the opposite a better option?***

***Is this "Servant Leadership"?***

***Or is it "Disengagement"?***

***How do people react to this?***

**? What Are The Leadership?**

**? Issues or Concerns for Pastors?**

***Appearing Demanding vs Pastoral***

***Triggering Resistance***

***Creating Apathy/Submissive***

***Followers***

***Over-functioning***

**? Is There Another Way?**

**? What's the Answer ?**

***True Engagement Without Control***

***Taking a "Coach Approach" to***

***Leadership***



# Some Pre-requisites

- **Understanding Coaching**
- **Being able to self-manage**
- **Emotional intelligence**
- **Defining yourself (Who you are in Christ, roles, vision, values, non-negotiables, etc)**
- **Clear about boundaries - what you will do and not do, your strengths, etc**
- **Empowerment "to equip the saints" mindset**

# What is Coaching?

- **Helping people to change without telling them what to do**
- **Helping them maintain proper responsibility**
- **Helping them think**
- **Helping them design the action**
- **Providing accountability**

# Coaching Skills

- **Input skills...**
  - **Listening, observing**
- **Output skills...**
  - **Asking precise questions**
  - **Curiosity, intuition**
  - **Acknowledging**
  - **Clarifying, reflecting**
  - **Synthesizing**
  - **Direct messages**
  - **Identifying actions**



# What is a Coaching Dialogue?

- **Using a Conversation Model as a “mental map” for the coach to know where the dialogue is going. For example...**
- **GROW** (Sir J Whitmore)
  - **Goal - start with the end in mind**
  - **Reality - where are you now?**
  - **Options - explore solutions, resources, other perspectives, etc**
  - **Will - Action steps & accountability**

# Where Can You Use a Coaching Approach?

- **Drop in appointment**
- **Parking lot conversation**
- **Discipleship relationship**
- **Church/Staff meeting**
- **Any relationship where developing people is the goal**

# What Does Coaching Leadership Look Like?

- **Keeping touch: How's it going?  
How can I help?**
- **Asking precise questions at key times** (Clarifying, defining, issues, subjects, goals, action steps, etc)
- **Facilitating thinking and dialogue**

# **What Does Coaching Leadership Look Like?**

- **Clarify the end goal or purpose of the conversation**
- **Clarify assumptions**
- **Brainstorm options**
- **Design the action & accountability**

# How Can I Get Started?

## Begin to Debrief Everything!

- **“What happened?”**
- **“What worked/didn’t work?”**
- **“What do we need to do more/less of?”**
- **“What did we hear from people?”**
- **“Who will do what now - as a result?”**



# **A Coaching Leader:**

- **Stop Talking / Start Listening**
- **Stop Telling / Start Asking**
- **Stop Solving / Start Creating Awareness**
- **Stop Making it Happen / Start Facilitating Action**



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***Questions?***

***Comments?***



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***Contact me for:***

***Coach training***

***Free Sample Coach session***

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