

Steven D. Reece

From: Steven D. Reece <steree@fastforwardnow.et>
Sent: Tuesday, October 30, 2007 05:34
To: 'Preston Pearce'; 'kylkir@fastforwardnow.net'
Cc: 'Trey Atkins'; 'steree@fastforwardnow.net'
Subject: RE: Coaching update

Preston,

I will reply below.

Steven

Steven and Deborah Reece

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From: Preston Pearce [mailto:prepea@fastforwardnow.net]
Sent: Tuesday, October 30, 2007 9:02 AM
To: kylkir@fastforwardnow.net
Cc: 'Trey Atkins'; steree@fastforwardnow.net
Subject: RE: Coaching update

Kyle,

Thanks for this. I had a mental note to follow up with “troikas” or truckers, or something today. Though not in a troika I have used coaching in 4-5 situations since the conference and am amazed at how helpful the other person found it.

I wonder if we should look seriously at (1) equipping SC's for peer-coaching as you are doing, since it is proving to be helpful, and (2) giving energy to figuring out how to get it to go vertical. Any ideas on that?

[Steven D. Reece] I would not only equip SC's but I would also equip front liners and SA's, as well because I think that the overall training experience plus implementation needs common understanding, language and ethos in order for change to occur in how we relate to each other and operate.

Vertical movement could be achieved by incrementally introducing coaching above and below us.

This approach would allow those who participated in the training to “practice” what they have learned as we have been doing with others who participated in the training and thereby gradually implement coaching across the region. By doing training in the future in this manner, would make coaching “organic” – a natural part of what we are doing – at each peer level, which would allow for vertical development.

I think that an effective training experience would blend SA's, SC's and Front Line personnel in a training event leading toward the development of trojkas among those who wish to develop their skills and understanding of coaching.

As for implementation, if no one feels that coaching is of value enough to do it after the training, then they will more than likely never buy in to coaching. Coaching takes a commitment and a willingness to follow through both as a coach and as a person being coached.

Let's keep the conversation going!

Preston

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From: Kyle K. [mailto:kylkir@fastforwardnow.net]
Sent: Monday, October 29, 2007 7:01 PM
To: 'Preston Pearce'
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Subject: Coaching update

Preston,

Greetings from the South!

I wanted to give you an update on the coaching troika that Steven, Trey and I began after the training in Prague. We began shortly after the training and have been pretty consistent. I have had 4 conversations with Steven as my coach and 3 with Trey as his coach. We have all felt free to ask, “How did I coach?” at the end of the conversations, and very much see this as a time for the three of us to practice coaching. I have also used coaching with one other SC who seemed to really benefit from it. I have found it more difficult to introduce it to my team. It is too easy to be the “answer guy” with them and hard to step out of that role, even for one conversation.

Positives:

I think all three of us agree that we are finding the coaching helpful and much more than just practice. It is good to have the confidentiality of the conversation while also knowing that a fellow-SC knows what we are going through and can empathize. Speaking for myself, I have found that the conversation helps me clarify what really is at issue and what are clear steps to take to resolve it or at least move forward. The focus of the conversation on one issue, with someone focusing their listening on it, as opposed to sharing his own problems or experience, has been helpful and allows for clarity and intentionality. At the same time, we have felt free at the end of the conversation to seek more advice and allow the coach to step out of the role and speak as a peer-counsellor. Yet, the focus has definitely been on coaching without giving advice.

Negatives:

In my opinion, none of the negatives have to do with coaching itself, but more with our learning how to do it well. It has been difficult for us to step out of the role of “diagnoser of problems” and “prescriber of solutions.” We just seem to come to those roles naturally, and part of that is the result of common experience in the SC/missionary

role. However, we also catch ourselves when slipping into those roles. Actually, I think these errors were mostly in the first conversation or two, not beyond that.

Conclusion:

I am enjoying this tool and find it helpful for my ministry. I believe we need more time to see what the true results will be, (particularly how it might work in an up-down-relationship in a team) but my initial feeling is that more people need to be trained in this and a focused effort made to implement a coaching environment. This is what I would call "peer-coaching" and I find it beneficial. It really helps that all three of us were in the training and it is clear to us what is expected in the conversation. To bring others in who have not been trained is harder. To do this well we definitely need more time and practice. This is a good start.

Trey and Steve, feel free to chime in with your observations!

Have you heard from any others who are doing troikas? Any other feedback?

Grace,

Kyle