

Kansas Leadership Center

Activate Conference: *You on the Hot Seat*

Facilitator: Teresa R. Schwab, LMSW, PCC, Arnavon Strategies, LLC

6/23/18

1-2:15 pm

Session Purpose:

In a lively, interactive peer coaching process, participants will decide what's next by:

- Designing experiments to make their leadership development more fun, impactful, innovative, creative or transformational.
- Experiencing a blend of support and challenge from peers.
- Setting goals and holding themselves accountable.
- Walking away with ideas, resources, powerful questions and a real commitment to put new ideas into action.

PEER COACHING PROCESS

- Break into groups of four (4), preferably people you do not already know
- Each person will get approximately 14 minutes in the "hot seat"

PRESENTER (2 MINUTES)

- Quickly describe what you would like to try when you get back home.
- Preferably something that feels a little bit at the edge of your comfort zone.
- **Remember our purpose: *to make your work more fun, impactful, innovative, creative or transformational.***
- When you present, describe:
 - What you would like to try by describing the essence of it.
 - What you hope the impact will be.
 - Why it is important to you.

GROUP MEMBERS (3 MINUTES)

- Write down as many questions as you can for the presenter (*presenter does this as well*).
- Own the issue as if it were your own.
- Avoid the following types of questions
 - Those with a yes/no answer
 - Those offering advice but disguised as a question
- Questions can be in the "low", "medium" and "hot" range, *but*, this is about being in the HOT SEAT. **At least 1/3 of your questions should aim to be challenging/provocative.**
- Let questions flow—don't edit, filter or judge; don't overthink.

Acknowledgement:

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- Frame questions as if you were asking them of yourself. In other words, they should have “I” in them, not “you”.
 - Examples:
 - Goal: *I want to integrate art or something creative into every program I do for the next 6 months.*
 - Low: Whose help or support do I need to make sure it’s successful?
 - Medium: How will I handle it if people don’t respond positively to my attempt to integrate art/creativity?
 - High: What will I do if it is a complete flop my first attempt out of the gate?

GROUP MEMBERS (2 MINUTES)

- Everyone (including presenter) read questions out loud.
- Presenter listens (no commentary), until it is their turn to go.

PRESENTER (1 MINUTE)

- Reflect on the questions offered.

GROUP MEMBERS (3 MINUTES)

- Write down as many resources and/or offers as you can for the presenter (*presenter writes down requests and/or next steps*).
- Resources can be:
 - Book, article or blog
 - Video (TED Talk) or podcast
 - Website or organization
 - A person
- An offer can be:
 - An idea
 - To have a follow-up conversation
 - To share an experience or story
 - To make a connection to a resource

GROUP MEMBERS (2 MINUTES)

- Read offers and resources out loud.
- Presenter listens (no commentary) until it’s their turn to go—presenter goes last.

PRESENTER (1 MINUTE)

- Reflect on the offers and resources given.

MOVE TO NEXT PRESENTER

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