

THE COACHING HUB

Podcast Episode 50 - Coaching foundations

What can coaching do for you can do whatever you want it to do. And that's the thing I think you've got to want to step into, to, to grow forward. And that's the premise. That's what I like. It's solution it's forward.

Hello, and welcome to the coaching hub podcast with me, your host, Ruth could feed if you're a coach or your coaching, curious, this is a place for you. We're going to be talking all things, coaching, personal development and business development in a really fun way. You're going to have live coaching sessions and you're going to come away with tools and techniques that you can practically use and take away. If you enjoy this podcast, I would love you to subscribe. And if you really enjoy it, give me a review. Welcome to the coaching habit podcast. Today. I have got the brilliant

Marci Miller Martin is on our coach training course. And I'm just going to say, Martin is a founder of over the edge and I'm going to let Martin explain what that means, because it does make us all laugh. When we see over the edge, turn up on our sleeve sessions. So what does over the edge mean? Yeah.

Over the edge means I'm chuckling at that because I get such a visual it's about taking that leap of faith. It was about going over the edge when all things seem, perhaps not sure you just got, you just got to go for it sometimes. And it was combined with me taking up an extreme sport. So it just seemed to name, to kind of stick and be memorable. And it clearly seems to do that trick.

It's definitely does. So your hair, we're going to be talking about quite a few things in this app site about what coaching can do for you. Why choose coaching as a profession, how coaching can help you be successful and lay those foundations and also the future of coaching. There's a lot there. And I'm going to ask you a typical coaching question. Why did you want to start Martin

At the beginning? Okay. Well, well, the first thing is, you know, what coaching can do for you, I think is coming into this space. And especially since I've known you since I've been, how can I say immersed in your culture? And just the premise of what you build a really

successful coaching business owners. Why actually is, have I been practicing because I did a form of coaching before, what I've realized is that actually it was kind of a hybrid model that I made of myself and just life experiences, but what can coaching do for you can do whatever you want it to do. And that's the thing I think you've got to want to step into, to, to grow forward. And that's the premise. That's what I like. It's, solution-based, it's forward focused.

Why is it important to be future focused? Do you think?

I think that's, we can sit a long time in the past, but I know there's relative situations, but the past is the past. We can use it as reference, but really our focus should be on how to my premises, if we want to go forward into that better version of ourselves, it is about forward focus. It's about not being stuck in the moment, but realizing that we've got everything within us to get us forward. Yeah.

Yeah. We have those resources insiders to me forward a little bit more on that. The solution-based who comes up with a solution as a coach and the coaching

Sessions, it is not the coach. And this is one of my biggest, and I hold my hands up. This is my biggest realization was that I would lead conversations. And I suppose it was, it was on the, and I don't really want to give myself this have more of a, kind of a mentoring approach, but it was, I knew from experience that this is what I would do in that situation. But as soon as I removed myself from the situation and didn't transfer that across the person that I'm coaching the coach E that realization for themselves is they've got it. They've got to hear it from the selves and realize that actually everything is within them. So I suppose we facilitate that and we work with them in a really safe space and we partner going forward to help them realize things that perhaps they didn't have that belief before that could do, or they just didn't have someone giving them that time because you know how busy life is these days, Ruth is ordering people that, that, that quiet space. And for some, it's, it's an amazing experience because they've never given themselves that time to work out actually what it is they want to do with their life or their business or their community projects.

Yeah. Having that clarity and that time to actually explore what is going on. It's something that we don't often get.

Yeah. I know. I would say. Yeah. And unfortunately, the majority of people don't often get that because if you actually ask them, you know, are you happy? And you lean into asking some of that question, I mean, really lean into it. Then you tend to hear what most people aren't happy about. And a lot of that is the premises that they don't get enough time for themselves. And I know that's a general sweeping statement, but fundamentally you can see it. That's what I love about coaching. You can see the weight lifting off people's

shoulders, figurative, literally where that realization of, wow, actually it's down to me. So partnering is a word that I've learned specifically from, from you about how you can guide, but be there for that supportive role of helping people realize. And the other thing is not to become ultimately dependent. I coach I think that if you become dependence, then that's, that's perhaps the wrong mix as well, because you want it. You want to set people free. Yeah. I get it. People might want to check in with you at some point in the future, but if you have shown them potentially or help them realize that picture of that, of their future self, then they step into that with full ownership.

So interesting. Isn't it about taking ourselves out of it as well? You mentioned that earlier on, because I don't know what it is about humans, but we, we sometimes feel like our experience is the experience that everyone else is going through. You don't worry.

Yeah. You've just described parenting though. And it's, and I'm chuckling because it is once we remove ourselves in the equation, I'll be, I'll be really honest. If I stepped into coaching the space of coaching in my twenties or thirties, or maybe my forties, which alludes to the decade that I am in now, I wouldn't, I wouldn't have been, as I don't believe I would have brought my full game to the mix because going through those life experiences and going, wow, okay, everyone else must be feeling this. No, because it's subjective. And relative to that individual, and another thing that I've learned in being a space with you is not transferring our experiences, our phones when other people, because that's our experiences. Yeah. So, yeah, it's fascinating.

I remember being in a lecture cause you know, so psychology, I think I was like 20, I might have been 21 and they were talking about perception and really that all, we really have his own perception and I did a lot of memory. Um, I want it, I can't remember it all, but I did a lot of stuff that when I was doing my first degree a lot, there's a lot of things like, even about memories that, you know, people believe that their memories is really aren't cure, but actually like often it's the store says because of how they were feeling that day, because what people have said afterwards. And so when were thinking about experience is completely that individual's experience. And I think we know that don't mean even with families where people can have had a really different experience of the same situation.

Yeah. So do you use that families as a perfect example because we tend to auntie our memories. I think as individuals, we tend to put this nostalgic kind of co will feel around certain things when actually we look at how it was. And even whether you were relaying a story between siblings and I've had it, my brothers, they go, it wasn't like that. Well, that's how I remembered it, but that's how I choose to remember it. And that's the kind of film that I was playing, the internal narrative that I was playing in my head. I mean, there's a great one that I come out with, which, which I suppose as in the way that I speak here at working with people through life is so you know, that to be true, you know, and it's really getting to the heart of, because what we think sometimes in our head is not actually how

it is, but it's not for me to tell him, do that to you. It's for that self realization, which I think is magnificent. Yeah. Memories will, will distort our impression of the world, how it is now.

Yeah. Yeah. All of those perceptions around that. So you've talked a bit about what coaching can do for you. Why would you choose coaching as a profession? What is it about coaching that, that holds that bigger pale

Personally? Um, and I've taken him aside because I'm smile. When I think about this, because it's helping another human being to realize the potential that's within them. But also it's bringing together a combination of skills that we've learned as human beings, how to interact, to get the best from any given situations. I'm very much of the principle of to get from life. You give, I would say so. So in order to give to other people, to me, the ultimate is to help another human being step into who they may not even realize they want to be at that point, but potentially can be allowing themselves to give themselves permission. I think is a really big thing and coaching, I think human interaction on any level is magnificent.

I love that allowing themselves to give permission so powerful.

Yeah, it is. And I think that, and when I use the phrase is where I'm in coaching professors really interested because how, how it's views, how people have an opinion of it when they've not even perhaps even being coached or step into it. And that's what I call the sidelines cynics of life. You know, that's how I kick is of life is that I've learned through life is that I can sit and observe and comment and objectively, but actually, unless I'm in that and it's experiential, I have no real understanding. So when stepping into that, I'm choosing to be a professional coach, cause this is what this is about. It shifts your mindset because people are respecting, you have to respect what people are giving you, which is their time. And they're trusting you, that you are going to help them in whatever context to take that next step. And that's it, that's a privilege that is for another human being.

It is, it's such a privilege. I love that, that they're giving you that time. And I always think that time is maybe again, this is my context at the moment, which is probably making it feel even more time is as important a resource as money. And that is definitely, definitely my context of being of homeschooling since the beginning of December. We're now in March recording there. So I know that you'll be listening to a little bit later has made that different. Now, obviously what is interesting there as well is that I can have clients who they actually feel that they've got more, they have more time over the last year and how that's impacted them. So again, it's like even sharing that story. It makes you realize that time is relative and it's relative to the person and their experience of what is going on for them contextually.

Yeah, I would agree. And, and again, I'm chuckling because all of our times and our cannot, perhaps that's just general sweeping statement has been distorted. And when we realized is what are the priorities in those times? Because some of the things that we really held dear to our heart and close to us, they're important. Some people haven't got any time for now, literally haven't got any time for it because they realize that in the, you know, their journey, their path, whatever it is, their purpose of being, it doesn't matter. I believe time is our biggest assets. However you quantify that and choosing to, and I think working with clients actually when, when you allow them to put their own boundaries in, which is a really key thing. And again, perhaps I come back to parenting on this, that reference is that this is how much time I got in a day. You know? And these are only so many things I can get done in a day, but what really serves me and what serves my heart in this equation and from that kind of workout was, but time, yeah, time is so subjective, but I do believe it's the biggest asset in the world.

Okay. So we've talked about why you're choosing coaching as a profession. So how can people lay those foundations, those coaching foundations for success?

Okay. So from a coach's point of view and I held my hands up here is that I came into the space because someone says, you know, you're good with people. You've got an inquiring mind. I'm constantly curious about how can that interaction work? And people say, qualifications, I know I'm or I don't need those typical kind of, okay, let's say that perhaps a male approach of, Oh, I've got life experience. I can do that. But yet there was always something missing. And it's only upon realization that stepping into the development space and through your Academy and getting to know the people in your culture that actually, Whoa, I really fully understand what was missing, which was framework, which was, was understanding about not leading the conversation about pure coaching and about ethics competencies, covering yourself off agreements, partner, all of this stuff. And I say stuff in the loosest term that I kind of knew about, but was perhaps afraid to ask because I thought I should have known it.

So laying down the foundations for me is, you know, 15 years later from when I first some kind of professional training was now. Oh, wow. Okay. Okay. I have to unlearn certain things in order to see lay the foundations of having and becoming, going from a good coach to a great coach, because I believe that if that focuses on developing ourselves, that comes through in every part of how we're working with clients. So laying the foundations is aligning yourself and innocence as idea with you a great Academy, but one that covers multidisciplines because I believe the more I get exposed to, you know, the ICF accreditation, the principals, the competencies, peer coaching being coached as well, which is quite interesting as well. Um,

I love that you say it's quite interesting. I want to go, I want to go that you've got my curiosity. So when you say quite interesting, what do you mean?

It's quite, it's, I've tried to fill out too, but it's quite interesting because like anything, if we really want to make this a profession step into it, OMI to start off with it's all about ourselves, realizing that's to help others, self analysis, self critique, uh, you know, I'm pretty thick skinned. The decades of have helped me be like that. But I also realize there's a lot that I don't know about myself, but when someone else holds the space for you and says certain words or allows your thoughts to go to a place that you realize that actually I need this to deal with that I haven't dealt with that. How can I possibly hold the space for other people unless I've worked on myself. So it's that, self-awareness that emotional quotient. It's that everything about self in order to help the other people you met. That's why I chuckle and laugh because I'm not, Oh, I did one on self limiting beliefs the other day. I haven't got any of those clearly I did have,

I love the fact that you were like, I did not have any self limiting. I mean, Marfan. Yeah. But you kind of think as well, don't you that you're like, Oh, well I've done all this work I've done with Anne. And actually it's not an, I have this a lot. I've had people, I've had clients in the past who were like, I just want to sort my mindset. I just want you to tell me exactly what I need to do to have a positive mindset for the rest of my life. And I'm like, first of all, that isn't coaching. Second of all, this is not going to happen. Like it is, it is a continual process of self-development.

Yeah. And once why they yeah, it is. And it's never ending. And I think that's the I've realized that is that people have asked me, when will you stop learning about yourself? Never. I don't want to, you know, how can I interact with human beings on a greater level? How can I impact more people? Hence why the foundations are to me, the foundations of coaching. So is understanding ourselves even if not fully, but understanding, okay, I like that. That's the values operate by that's the system I like to operate. These, the people I like in my life, this is the environment, but also knowing what you don't want in your life, because you're leading by example and saying to clients, these are my boundaries. These are my barriers. You know, if they ask you, okay, this is what's worked for me, but this isn't about me.

This is about you in a situation, but anything has to have foundations for it to be solid and to be lasting, you know, we're talking about legacy business in Sierra and impacts on people. So why not have those foundations and foundations is aligning yourself with a proven system, a proven Academy and a proven principles with which to operate within coaching and then building on that, but not rushing it, not rushing it at all. And I'm a firm believer that the right people come up with the right time with the right conversations. And then that creates the right dynamics to go forward to that next phase. So yeah. Foundations are critical.

Yeah. And it's so interesting what you said about boundaries as well. Cause I think boundaries and reassessing boundaries. So it's a little bit like mindset, isn't it? That it's like, you have your boundaries and then your boundaries might be pursued or maybe you've relaxed them because you feel you don't need them so much anymore. I've definitely been that. And then it's like, okay, let's take a step back. We need to reset. We need to reset these boundaries. And I think the more that we're able to be self aware enough to understand and appreciate when our boundaries, when we're letting our boundaries be crossed. Yeah. The better.

Yeah. And again, we've learned this through locked down and we boundaries homeschooling where it can be kids. We've got full teenagers. I know you've got younger children, but just getting others to understand for us to be the best version to, you know, ultimately serve them. It's we need this space. It's certainly many years, you know, it took me many years to understand that if constantly give myself to people all the time and I'm not serving myself and that doesn't help all the other people long term. So it's kind of a self perpetuating circle, but yeah. Bounce. Yeah.

Yeah. The mall I definitely have been known and there's definitely people in my family, I'm not going to name names who sometimes have that. And it's like when the able not to, when you can take a step away and do stuff for you first, it makes such a difference.

Yeah, definitely. Definitely.

Okay. So our last thing to talk about is the future of coaching. And I'd love to know a little bit about how, where Martin sits in this future as well. So what do you see as the future?

Well, that's interesting that you kind of said that and I just visualize myself in that place of the future of coaching. Again, this comes back to what I've learned over the last year of observing the space of being involved right at the heart of it over the last few months is that, you know, there's, there's, there's not hiding for the fact that other people go, Oh, I'm not sure what to do now. I became a coach, you know, and it's no disrespect to them, but okay, cool. There's one thing putting the title, but there's another thing, a massive thing, understanding what that actually involves. And I believe like most professions and it's in relationship to other professions, it's a relatively new industry profession. Okay. And in the timeline of life, but yet there will be a split. I believe there will be divide where it will be expected to be accredited, to be aligned for people to know that you've invested hours going into it because I get it.

If people bring their experience to the mix, but that might be more mentorship or consultancy rather than pure coaching, but to understand self and to go back to what we talked about for those foundations in order to make coaching your future. I believe that qualifications will be a must. I also believe that it will be tied in within companies ensuring

you go, have you got this criteria and qualifications? You've haven't we, you're not insure you. So for there's the elements of liability, but also it's magnificent. I still think there is a fraction. And as we're here in the UK, I know, but a fraction of the percentage of the population that actually get coached will take coaching. I still believe that this kind of is some elements of mystery of why do I want to be coached again, that complete comparison. You go into the sports world it's presumed and assumed that you're going to have a coach. So yeah. I just think there's going to be a split. And I think there's going to be a people that will, might find it hard to build a sustainable business. If they haven't got themselves aligned with the right. Accreditation's the right training organizations and putting those foundations, does that, does that?

I agree. And I agree about, so my own personal experience, which is obviously my, my own words when I coach, like, when I was really like, Oh my gosh, this is me. I was having coaching as part as a deputy has. It's like a Firstie three-year-old depths. He had teacher of a massive school and I had a coach. I would not have survived in that role if I hadn't have had a coach. And when I started were two other people who were, who also on the senior leadership, he started with me and I was just thinking, there was no way, there was no way that I could have done that job and continue to do that job for years afterwards, without a coach, but yet not everybody in that position had coaches. And yeah, I was up at that school. The other two people who started with me, they did have coaching and mentoring support, but not to the same extent.

And I think about so many things, I, Oh my gosh. If I had coaching, like, Oh, if I had, yeah. Even at university. And you think about all of these instances in your life and actually lots of my friends, I think, Oh, they would really benefit from coaching. I do always say to them, when it, when they have the pro bono, I'm like, look, I have no anything like you guys can get coached. I'm actually thinking, I might remind them again. But it's very difficult to say to one of your friends. I think you should have coaching because still, I think some people who are in the industry think that you only have it. If something's wrong, actually you have it to make things better, whether you're feeling bad or not, it improves what is going on for you.

Exactly. And also, I would say just to add to that, and I completely agree with that is that sometimes I've had people come through with sessions where they were think we haven't worked. I mean, I must say even myself as a coach go, did we actually work everything on that? But actually what it was, it was the realization as the massive growth they've had over the last few months, in the last few years, it's almost like checking in, but again, allowing that person, that space in time for that realization of self and it's yay. It's massive. I believe that we've not even scratched the surface and the potential of what it can do and you're right. Career-wise is huge. It's huge as to what it can do for people. So yeah, I believe there's going to be a shift and I would rather be on the right side of that shift and

the wrong side. And again, that's my perception and experience, but I can see that mapping out as it has done with other industries and professions.

Yeah. It hasn't Dade. I came out in, I know that lots of people be wanting to connect with you, so where can they find you on social?

Okay. Well, where they can find me is I go under, I mean, Marty Miller on Facebook and you look, we've got, we are over the age is our Facebook page. And on the most recent, um, well clubhouse and Instagram is as the truth coach. So, um, when I put that label on myself and clearly I need to be held accountable. So, you know, and that's some of the has found me because I believe if we get to the truth of our matters, then there's massive growth in that. But we grow from our trees. We grow beyond them, but because of them as well. So yeah, just look Marty Miller on the oldest

Either way. You're fine. Thank you very much. Thank you for listening to the coaching hub podcast with me. Ruth could say, if you enjoy this, I would love you to join my Facebook group, the coaching community for more of the faith.

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