

# THE COACHING HUB

## *Podcast Episode 56 - Coaching as an L&D Professional*

Well, I did before a coaching session now is I'll give myself 10 minutes to sit down. I've got a bit of a ritual. Now I have some ribs spray to balance my room. I've got a little candle that I put on. So I create a different environment that I'm in. I've been after the coaching session, I do some reflective practice.

Hello, and welcome to the coaching hub podcast with me, your host Ruth feet. If you're a coach or you're coaching curious, this is the place for you. We're going to be talking all things, coaching, pastoral development and business development, and a really fun way. You're going to have live coaching sessions, or 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. Hello,

Welcome to the coaching hub. I'm delighted to have [inaudible] is a learning and development professional, and she uses coaching as part of the course. And she is here to talk to you a little bit about why she decided to come on to the professional coach diploma and how it has helped her and what she is learning so far. So welcome so much Rosina, lovely to have you here

And keep very much real. Yeah, good to be here.

So how long have you been working in the learning and development field?

Recent long time. So it's probably about sort of 20 years now. I started off in HR and then the bits that I was really passionate about were really around the learning and development piece with managers. So really management leadership, and then Kate CEG has become part of that space for me.

Brilliant. And what was it that made you think been doing this for a long time? Obviously your career has evolved. I want to go to the next level. I want to, I want to see a coaching qualification.

Yeah. I mean, I think the main piece for me is that I've been running leadership programs for probably the last 10 years now, about the last 10 years. And I did a coaching qualification when I started to run, those said 10 years ago, and I just felt it was really time to do something that was a bit more in depth that would give me a deeper understanding of coaching. So when I, when I did my qualification 10 years ago, we didn't cover things like positive psychology. Didn't really cover neuroscience. When I looked at the program, I just wanted to expand my learning. So I could just do a better job for the, for the clients when I'm with them. And I think the other bit was, you know, rather than do something that was a couple of days or whatever, to just get immersed myself in the learning over a longer period of time, because I know with me the more I do something, the better it is for me, you know, short, short bursts of learning work for me. Mm.

So short burst and then be able to do that over well, six months, isn't it?

Yes. Yeah, absolutely. So short bursts going back and applying what I'm learning both with the people in the course, um, both with people on my training programs and it's just a good learning model for me that, you know, learn something, take it away, practice it, do it, learn a bit more, apply it and so on and so on. Yeah. So that's why,

And so you've come to this, you've got all of this experience. What would you say has been you've obviously mentioned the course model, or would you say has been your experience so far?

I'll tell you what's been, my experience is that there's just so much I can be better. I think we all have that. I think it's just that realization, isn't it? When you're in your day job and you're doing it, you just sort of get on with things and then you take a step back and you said, blimey, I could, I could have been doing this. I could have added this. I need to slow down. And I think we're week six now where we six of the program, what I've really taken from it is around doing it all properly without rushing it. So a bit around the ethical practice, slowing down at the beginning, really contracting with people, what I'm teaching and taking time to do that properly. And it's resulted in me sort of having coaching sessions with people, but then also not having coaching sessions with people because it wasn't going to work.

So that's been a real maddening piece already to slow that down the other bit, that I am spending some time on which I haven't done. I haven't done in the same way as the reflective practice, after the coaching sessions. And I think because coaching has been part of management training, I'm very present for the people that are all my courses I'm really present for them. Um, I find that, you know, I'm moving to the next job very quickly, whereas doing the course means that when I do that one to one coaching practice during the course, I've put aside at least 15 minutes after the coaching sessions to do some public thinking around what I've done, Glen, and what I could be better at. So entering

that space properly, I think those are the two things I've really noticed. Well, I'm doing properly this

Time. How do you measure properly?

You're going to coach me. Don't you know, I am quite curious. Yeah. Yeah. Okay. Well, for me, it's going back to the, the markers around ethical practices and embodying okay. Teaching mindset. So I, um, making myself get that space as a cage rather than an L and D person. So with learning and development, because as you know, a lot of that could be around telling people, but it's what is coaching skills and facilitating discussions. There's, there's talent involved with this sort of coaching and pure coaching. I am creating space for me to shift into coaching mode, leaving Allen D to one side and doing practicing pure coaching. I'm also going back to the markers around a coaching mindset and being more conscious of them when I'm working in coaching, say the words like curious and flexible and person centered. They're always there. I'm mindful of them before I go into coaching space.

Reefer. I basically, what I did before a cage in session now is I'll give myself 10 minutes to sit down. I've got a bit of a ritual. Now I have some ribs spray to balance my room. I've got a little candle that I put on. Say, I create a different environment that I'm in. I'll sit and have a quick read through the ICF competencies to remind myself about them, to get into that space. And then after the coaching session, I do some reflective practice. So it has shifted. I would normally dive into that as part of it and then D thing, or go into it much more quickly. I've slowed down enough. That's what properly means.

When you're saying you've slowed down, I can hear that in your voice as well. And I love that description of the, of the rituals and the routines that you're doing before and after coaching, it sounds like it's, it's becoming really embedded in, in your practice as well. Yeah, I'm trying. I am trying. Yes.

So what is going to be next for you during this course? Or was he having the experience, this really solid, robust experience that you've got already? Why do you want to go next?

Such a good question. So on my journey on this program so far, I'm still working it out that I'm still working out. So it's definitely going to add to my current work because it will make me a better coach and just be in that space better for the people that I'm working with. And then the bigger piece I'm trying to work out, really, because part of me is wondering whether to just do some more pure coaching because yeah, if I go back to LND or when I go back to L and D it will be blended coaching because it will be about trading and development and leadership development. So it will be blended. I am enjoying the pure coaching. I am really enjoying the pure coaching. So I'm still trying to

work out how to use that or how I want to use that. I've been having quite a few conversations I've had with people recently have been around anxiety.

And I think that's all linked to cave in the conversations or people going back to work post COVID organizations, go back to the office and how people are feeling, but go back to the office. There's been a few conversations around that. The other bit that seems like a natural fit for me, seems to be performance coaching because it would fit in with leadership development and performance reef. I think my gap for me is just learning how to package myself. I think I just want to focus on the learning focus of my learning on the course, and then think about how I acted myself going forward and what the offering is. I'm hoping it will fall out of this journey of learning that I'm having. I'm smiling.

Cause I think he, well, I love asking these questions early on. I was saying somebody else, actually, that it would be so like, we'll have to revisit these like six months down the line and see, okay, this is where you are. Then look at where you are now, because one of the things about being curious and being open and doing all of this is we don't know where we're going next. Doing

Exactly.

So what would you say if there was someone listening to this and they're thinking, okay, maybe, maybe I want to do a course. Maybe I want to do some more training, do some more development and do some more later.

What would you say to them? I would say, I mean, I put this off. I should have done this last year, but if you never cleave a task and it was on my mind and then other things became more of a priority and I'm so glad I've done it because in another six months I would have still been sitting there thinking, should I do it, Sean? Ideally I would say, think about how you learn best. And I'm really glad I've picked the weekly sessions because that is exactly how I learn best. It's it's a little bit of time and going over it again and again, I would say it's a great group because everyone's sharing and supportive people would need to succeed. People would need to do well. Yeah. And you know, that's been the case since day one of the workshop and the Facebook group, and being able to email people about the silliest questions that I have constantly. Um,

There's a silly question. You

Haven't seen mine.

I would say, just do it, you know, it's that whole bit around, do it. And start somebody made a comment today. One of our group, we had a session today. I wanted the grip at the end of the workshop, just did, um, an observation to everybody. And she said, no, me

haven't. We all come along since week one. Wheel's just completely different. Now it's week five or six. And that whole thing about not really sort of know where to go. Are we doing the right thing slowing down? There was so much confidence when people were speaking, talking about their coaching sessions, what they take and from them, I thought it's week six and we've still got a few months to go. So I think do it, do it.

Thank you so much. And I'm sure that lots of people have really enjoyed listening to you. Where can people find out a bit more about you?

Uh, well, I am I'm LinkedIn, so you can always find me on LinkedIn. It's very easy in a chaplain. That's ROS that in a and it's check and say, yeah, look me up. Drop me a message. If you're on there,

Be on LinkedIn. So people can definitely who are listening. Find you there. Thank you so much for your time.

You're very welcome. And thank you for your support. Thanks very much. Thank you for listening to the coaching hub podcast with me, Ruth Kinsey. 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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