

College of Commissioner Science



DCS 506

Coaching Commissioners

Revision date 3/31/2024

1

Learning Objectives



- **Understand the process of coaching**
- **Discuss the fundamental principles of coaching**
- **Develop effective coaching skills**

2

Introductory Question



3



Coaching for Commissioners

4

Relationship Building



- Trust
- Free exchange of information
- Reinforce mutual respect
- United in their purpose
- Common goals
- Be prepared
- Positive attitudes
- Fulfill unit service function
- Be a friend
- Willingness to exchange information
- Always available to help
- Encourage mutual recognition

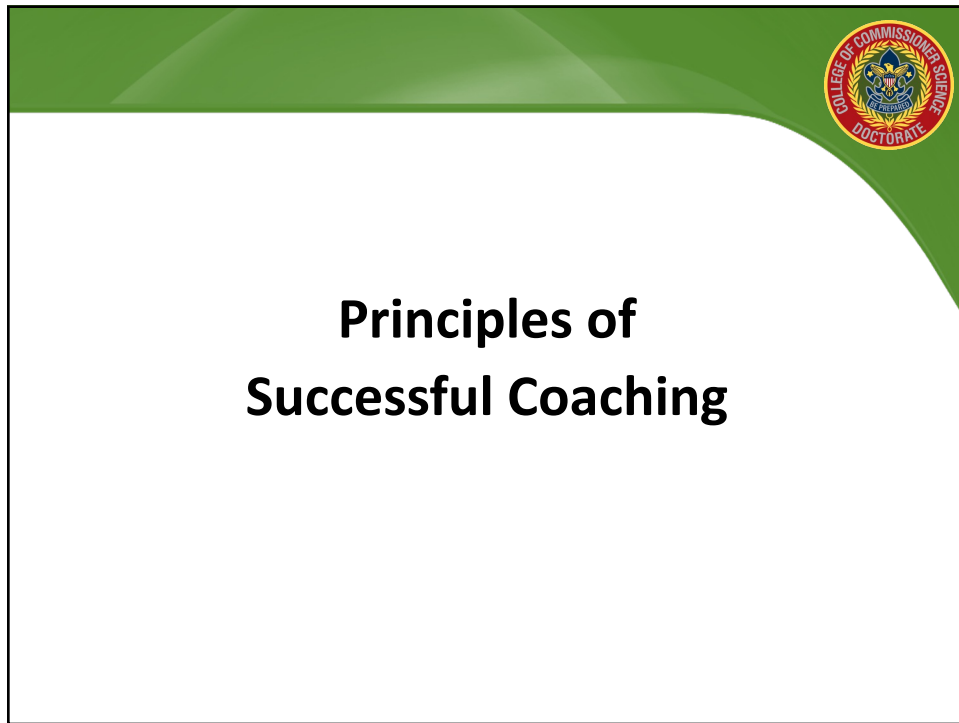
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How Should We Coach?



- Balance between "SEEKING" and "TELLING"
- Sharing experience, insights and ideas

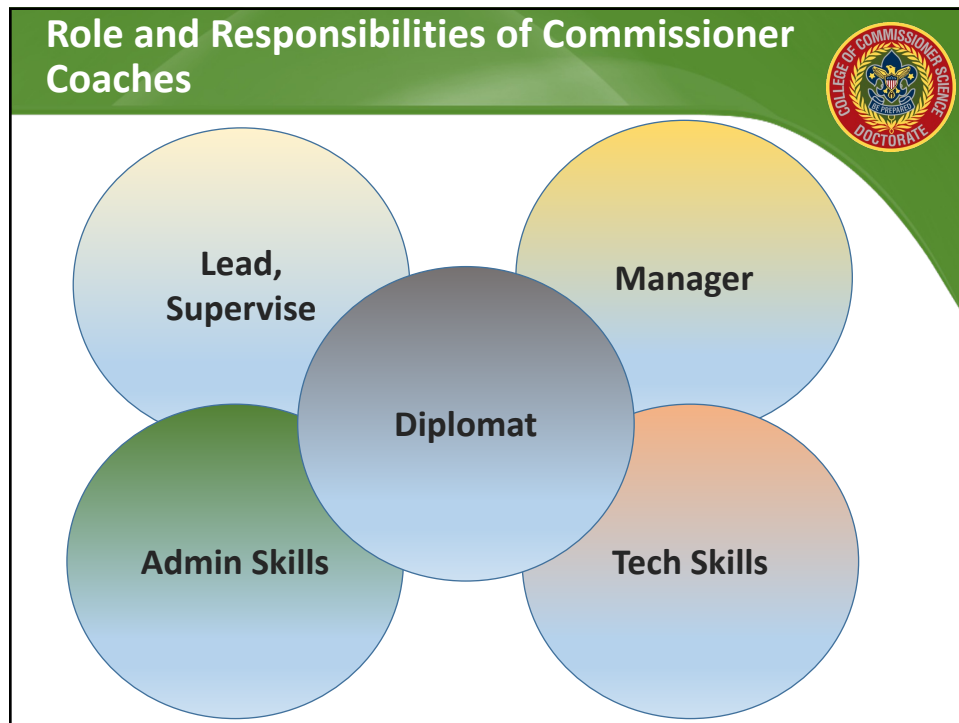
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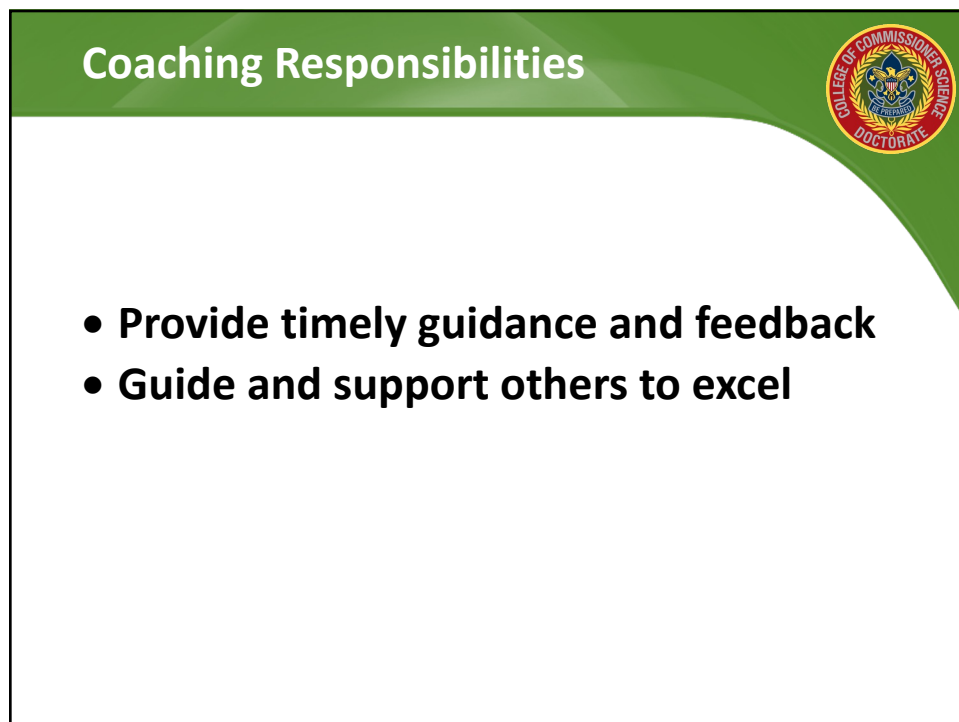
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8



9



10

C.O.A.C.H. Mindset



A MINDSET is...

- A set of assumptions
- Resulting from a person's philosophy of life
- So firmly established that it creates a powerful incentive

11

11

C.O.A.C.H. Mindset



12

12

Using the C.O.A.C.H. Mindset



Four Types of Coaching Scenarios

- Behavior
- Performance
- Development
- Situational



13

Commissioner Coaching



Skills of Effective Commissioner Coaches

14

Commissioner Coaching



Examples of Coaching Commissioners



15

Commissioner Coaching



16

Summary



- **Coaching is about relationships**
- **Coaching is a balance between asking and telling**
- **Coaching provides support to others without removing their responsibilities**
- **Coaching takes time**

17

Commissioner Coaching



Questions?
Comments!



18