

DCS 506 – Coaching Commissioners – Activity

Examples of Coaching for Administrative Commissioners

Instructor guides class as a group through the below examples. Select 5 or 6 to discuss. If time allows discuss 1 or 2 more.

Discussion method:

- Print each example on a 3x5 index cards or piece of paper.
- Print Four Types of Coaching scenarios on a card to hand out to each group.
- Group participants together 3-4 per group passing out cards to each group to discuss for 5 minutes.
- Reform groups for discussion of results.

OR

If small class – hand out cards to individual participants giving them 5 minutes to form their coaching plan, then discuss results with large group.

Ask class – groups/participants to consider four types of coaching scenarios and to determine which coaching scenarios would be best to use. Discuss expected results:

- **Behavior** – consistently late, missed deadlines, easily distracted
“Can we talk with about....?”
“It has been brought to my attention that....”
- **Performance** – high performer/highly motivated/ascending performer/inconsistent or under performer/no longer successful
“Something is going on with your performance that I do not understand and I am hoping we can talk about it.”
- **Development** – new, change, evaluating, growth
“What are your personal goals in Scouting?”
“What would you like to be doing in 3 to 5 years?”
- **Situational** – impromptu, focuses on more reactive needs, typically shorter conversations. Ask questions to encourage a more in-depth conversation:
“Is now a good time to talk or would tomorrow be better?”
“What are your challenges?”
“Would you do anything differently next year?”
“When would be a good time to visit?”

Discussion Examples:

- An assistant district commissioner working with their field service team of unit serving commissioners sharing their steps to success in serving units
- An assistant district commissioner teaching the district commissioner staff new skills to master commissioner tools
- An assistant district commissioner working with a unit commissioner to help resolve a specific unit need or challenge
- Assistant district commissioner’s coaching their individual service teams or working with individual unit serving commissioners to enhance their skills and/or focus their service tasks
- Orientation for new unit commissioner (by assistant district commissioner) or assistant district commissioner (by district commissioner)
- Communicating implementation plan for commissioner staff goals

- New goals established or existing goals not being accomplished (unit contacts, recording unit contacts)
- Commissioner does not appear to be happy with their assignment
- Explanation of new Journey to Excellence goals and how to achieve in the coming year
- Commissioner team or staff in general is not meeting agreed upon goals
- Others...?