



DCS 506

Coaching Commissioners

Revision date 11/01/2025

Learning Objectives



By the end of this session, each participant should be able to:

- **Understand** the process of coaching
- **Know** the fundamental principles of coaching
- **Use** effective coaching skills

Introductory Question



Coaching for Commissioners



- **A district commissioner leads**
- **Each team member has responsibilities and assignments**
- **Administrative commissioners coach**

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

How Should We Coach?



- Balance between “SEEKING” and “TELLING”
- Sharing experience, insights, and ideas

Principles of Successful Coaching



Guiding Principles of Coaching?

Principles of Successful Coaching



THE 5 B'S OF COACHING

1 | BE AUTHENTIC

Come to the coaching relationship as an authentic human being with integrity.

2 | BE OPEN

Be fully present, both intellectually and emotionally, able to give accurate empathetic responses.

3 | BE ONGOING

Encourage and provide coaching partners with skills to continue development on an ongoing basis after the formal coaching period.

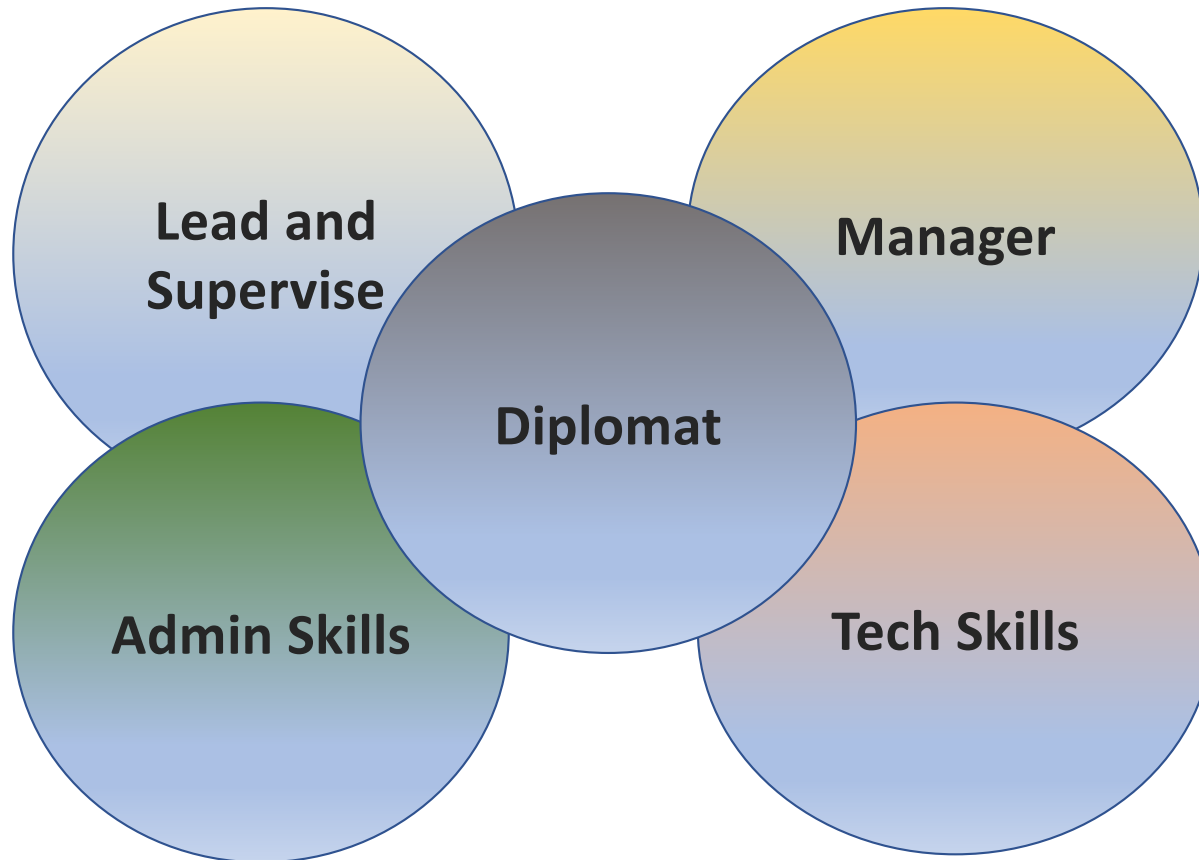
4 | BUILD ON STRENGTH

Emphasize positive growth by leveraging and refining natural talents and abilities.

5 | BE CONFIDENTIAL

Provide a safe container where individuals can fully explore her/his goals, needs, hopes, and fears.

Role and Responsibilities of Commissioner Coaches



Coaching Responsibilities



- **Provide timely guidance and feedback**
- **Guide and support others to excel**



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**

C.O.A.C.H. Mindset



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



Four Types of Coaching Scenarios

- Behavior
- Performance
- Development
- Situational



Commissioner Coaching



Effective Commissioner Coaching Skills

- Experience
- Communication
- Listening
- Teaching
- Knowledge of subject matter
- Leadership
- Others?

Commissioner Coaching



Examples of Coaching Commissioners



Commissioner Coaching



Summary



You should now:

- **Understand** the process of coaching
- **Know** the fundamental principles of coaching
- **Use** effective coaching skills

**Questions?
Comments!**

THANK  YOU!!