

Coaching – Toolkit for Collaboration

By Eddie Hammett, PCC

Church & Clergy Coach for Cooperative Baptist Fellowship of NC

The coach approach is an amazing skill set that I wish I had known about 30 years ago when I began my ministry in the local church! The coach approach creates community, collaboration and creativity in leadership better than any skill I have been trained to use in ministry. The power of coaching comes by skillful use of at least four primary coaching tools:

1. intense multi-level listening;
2. finding and keeping focus in a conversation;
3. moving from talk to action;
4. working from the agenda of the person/group being coached

Tools Create Collaboration & Forward Movement

In these days where diversity appears in every phase of life and ministry there's a growing need for discovering pathways for collaborative work among people with differing traditions, views, opinions and personal preferences. Such challenges are in families, businesses, communities, schools, government, and of course, churches and clusters of churches. Some churches respond to directive leadership – particularly if they are more homogeneous than heterogeneous. Most organizations however have more diversity and an inclusive ideology that calls for another style of leadership. The coach approach, that is taught and accredited through the International Coach Federation (www.coachfederation.org), and is the foundation for our CBFNC coach certification, offers a leadership style and skill set that often diffuses power struggles, discovers focus amidst diversity, encourages dialogue around focus while also contracting with the client to move from talk to action within their timeframe. A distinctive of the coach approach, and part of its power in building collaboration, is that it is forward focused instead of resolving past issues. Another distinctive, of Christian coaching, is that through our partnership there is a safe and sacred space and place where powerful and needed conversations take place. Of course, not every person, group or church is coachable or ready for the coach approach, but for those who are ready and coachable, much progress can be made far quicker than just using the typical facilitation or consulting skills. Coaching is not the only valid approach, it is another skill set in the toolkit of the leader.

Collaboration is about finding threads of agreement amidst diverse opinions, rituals or preferences. Collaboration is about finding what we agree on and building there rather than debating on what we disagree on and staying stuck. Collaboration is about a pathway to the future, and to agreed upon next steps,

©Eddie Hammett, PCC, Author of [Making Shifts Without Making Waves: A Coach Approach to Soulful-Leadership](#) www.soulful-leadership.com and www.cbfnc.org and www.ca-ministries.com

rather than being content with 'being polarized or at odds with each other'. Collaboration is about discovering and living in community that empowers and challenges the community to deepen love for each other, for God and for the mission God is about in our lives, churches and world. Collaboration is about finding and embracing what we have discovered is clear about our common passions and focusing there that we might move forward now.

The coach approach is about discovering a focus; a pathway out of 'stuckness'; valuing the perspective(s) of those with differing ideas, but also valuing finding a path forward now. The coach approach is built around a covenantal relationship between those being coached, the coach and the power, presence and work of the Holy Spirit. Through coaching, ears are tuned in deep ways to each of those in the covenant and a commitment to discovering and taking next steps together – collaboration!

A leader who skillfully develops and uses the coach approach toolkit to strengthen community, collaboration and creativity, in any group or system, can be defined as a soulful-leader. A soulful-leader differs from the typical directive leader because of the unique value they place on deep listening, covenantal relationships, forward movement and collaborative leaving and moving from talk to action. The action is discovered and followed in an often diverse fabric of community. It is these threads of collaboration that help individuals, families, teams, staff's and churches walk forward with courage, faith, hope and focus on next steps not the end of the journey – but next steps that are powerful because they are empowered through community.

The coach approach is not always easy, but neither is it overwhelmingly difficult in trying situations. If the coach has a refined skill set, a warm heart, a loving spirit, a coachable group/individual and a divine connection, the coach approach, more than any other tool in my toolkit, creates collaboration, finds consensus, creates community, and charts clear courses for next steps more quickly than anything else I know. Try it.....you'll wish you had known about it earlier too!



Mark your calendar **now for
CBFNC Christian Coach
Certification Training**

First Generation Schedule:

Trinity Baptist Church, Raleigh, NC

***Online Intro Course must be completed & approved at least two weeks prior to 1st class
November 8-9, 2010 – “Building Blocks of Coaching” 1-8:30pm; 8:30-4pm***

February 7-8, 2011 – “Establishing Coaching Relationships” (same times)

Go to www.cbfnc.org for registration information or email EHammett@cbfnc.org