

# COACHES HUDDLE

FALL 2017



**#OFAcoaches**

**Point of contact: Jalakoi Solomon**

**757.344.5134**

**Meet today's trainers**



**Bobby Brady-Sharp**

Training Projects Manager



**Liz Erickson**

National Training Director



**Kevin Lane**

Training Projects Manager



**Mary McInerney**

Training Coordinator

# Meet each other

- 1 We have 12 minutes for everyone to introduce themselves.
- 2 Stand up and say your name, where you're from, and your superpower.
- 3 Remember we only have 12 minutes so let's be quick!

# Today's goals

- 1 Know concretely your strengths, challenges, and leadership style.
- 2 Be able to apply leadership theory to your individual practice.
- 3 Feel confident, prepared, and ready to lead your teams in the fall.

# Agenda

## Welcome and introductions

Leadership simulation

StrengthsFinder I

Lunch

StrengthsFinder II

Archetypes of leadership

Debrief & closing



# Our commitments

**Respect. Empower. Include.**

Always.

**We come from different places. What works in one area might not work in another—and that's okay!**

**Respect other ideas and build off them rather than shoot them down.**

# Step up & step back

If you find yourself doing a lot of talking, take a step back to give space for others to share.

# Learn actively

You will get out of this training what you put in.  
Ask questions, share your ideas, and work through  
challenges you're having!

# Snaps for agreement

If you hear someone say something that resonates strongly with you, give them a snap!

**What did we miss?**

# Logistics

- **Bathrooms and water fountains:** There are two bathrooms and two water fountains. Be respectful!
- **Snacks:** Down the hallway, feel free to grab a snack as you need it.
- **Story booth:** We'll be taking photos and collecting stories throughout the day. Let us know if you want to share yours.
- **Today's Hashtag:** #OFACoaches
- Staff is here to help!



**What's one thing  
you're hoping to learn  
this weekend?**

Shout out!

# Agenda

Welcome and introductions

## Leadership simulation

StrengthsFinder I

Lunch

StrengthsFinder II

Archetypes of leadership

Debrief & closing

A group of people in a meeting or workshop setting. Several individuals have their hands raised, indicating active participation. The scene is dimly lit with a blue overlay. In the foreground, there are coffee cups and papers on a table.

# Leadership simulation

# Goals

- 1 Understand the challenges and best practices to exercising leadership through a team.
- 2 Be able to learn new skills for communicating, leading, and directing a team to success.
- 3 Feel excited to embark on new path for defining effective leadership.

# Leadership simulation

# Breakout groups

- You should have a card with a group name and identifier—i.e. Team 1: Director.

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- Take a moment to look around the room and locate the group name you'll go to when we breakout.

# Breakout groups

- You should have a card with a group name and identifier—i.e. Team 1: Director.
- Take a moment to look around the room and locate the group name you'll go to when we breakout.
- The word after your group name is your role in this activity—you'll be in groups of 5, where you'll have a distinct role to play.



# 20 minutes

Small Groups

**As a group of five, each member of the group will work as a team for 20 minutes to replicate a model.**

The trick is that each person play a specific role to make the skills of communication, delegation, and management critical to your success.

# 20 minutes

**Small Groups**

## **Activity instructions:**

1. Each group will breakout into groups of 5 with these roles: Director, Runner, Builder (2), and Observer.

## 1 The Director

**The Director will examine the model and is the only person who can see it in the group.**

### **Objective**

- **Give the Runner clear and specific instructions on how to replicate the model.**

## 1 The Director

**The Director will examine the model and is the only person who can see it in the group.**

### Objective

- **Give the Runner clear and specific instructions on how to replicate the model.**

## 2 The Runner

**The Runner listens to the Director's instructions, relaying them to the Builders.**

### Objective

- **Relay the Director's instructions to the Builders as clearly as possible.**

### **3 The Builders**

**The Builders receive instruction from the Runner and replicate the Director's model.**

#### **Objective**

- **Without showing anyone on the team, build the object according to the Runner's instructions.**

### 3 The Builders

**The Builders receive instruction from the Runner and replicate the Director's model.**

#### **Objective**

- **Without showing anyone on the team, build the object according to the Runner's instructions.**

### 4 The Observer

**The Observer watches all aspect of the game, keeping notes on how the team is doing.**

#### **Objective**

- **Take detailed notes to share with your team about what is working and not working in accomplishing the goal.**

# 20 minutes

## Small Groups

### Activity instructions:

1. Each group will breakout into groups of 5 with these roles: Director, Runner, Builder (2), and Observer.
2. The goal is to create an exact replica of the original model, as specific as it can be.

# 20 minutes

## Small Groups

### Activity instructions:

1. Each group will breakout into groups of 5 with these roles: Director, Runner, Builder (2), and Observer.
2. The goal is to create an exact replica of the original model, as specific as it can be.
3. Teams may use any communication system, ***as long as each team member follows the rules of their role.***



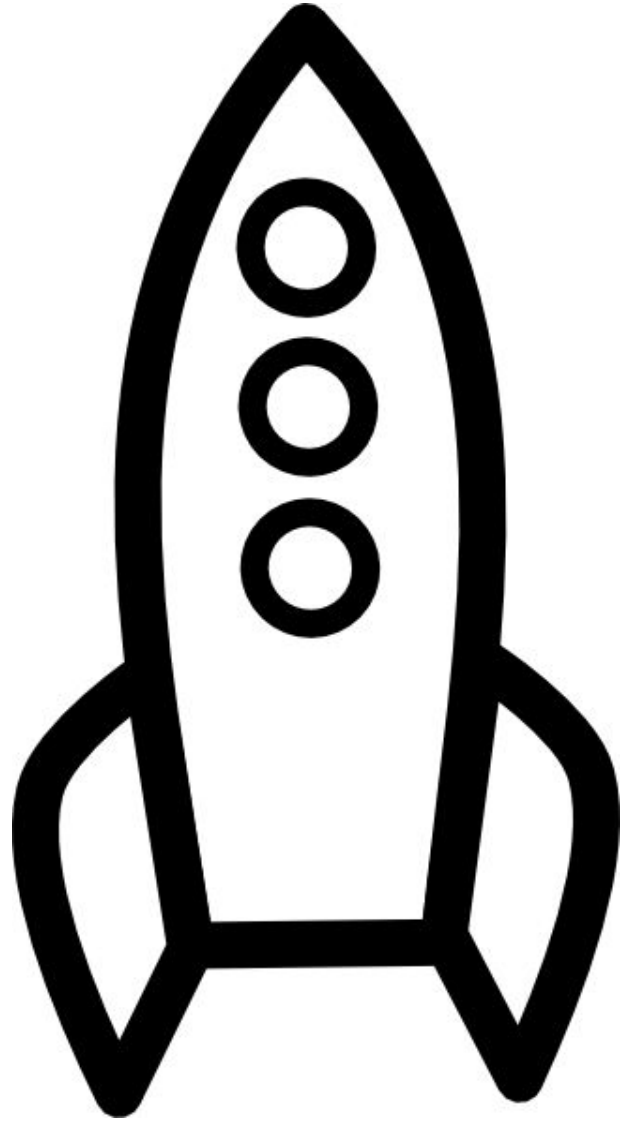
# 20 minutes

## Small Groups

### Activity instructions:

1. Each group will breakout into groups of 5 with these roles: Director, Runner, Builder (2), and Observer.
2. The goal is to create an exact replica of the original model, as specific as it can be.
3. Teams may use any communication system, ***as long as each team member follows the rules of their role.***
4. Remember, only the Director can see the original model, and only the Builders can see the replica.

**Did your group  
get something  
like this...**



# 7 minutes

Small group debrief

**As a small group, you should work on answering the questions on your worksheet together.**

1. Pay special attention to leadership, coaching, and communication skills that were used by your team to accomplish the goal.
2. What specific styles helped you accomplish the goal? What was challenging for your team?
3. How does this exercise relate to your leadership? How does it make you think differently about it?

# Debrief

# Debrief

What specific communication styles did you observe in your team?

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What leadership tactics did you observe being employed within your team?

# Debrief

What specific communication styles did you observe in your team?

What leadership tactics did you observe being employed within your team?

How did this activity make you think about coaching and leadership?



# Key takeaways

- With great responsibility comes great power.
- Transition from “do-er” to “lead-er.”
- Effective communication is an indispensable component of leadership.
- Everyone has their own style, and that’s okay!  
But we need to understand it to wield it.
- Great leaders are self-aware of their strengths, weaknesses, and areas of growth. They are also aware of their team’s strengths and weaknesses!

# Break

**Point of contact: Jalakoi Solomon**

**757.344.5134**

# Agenda

Welcome and introductions

Leadership simulation

**StrengthsFinder I**

Lunch

StrengthsFinder II

Archetypes of leadership

Debrief & closing

A group of people are gathered around a table, celebrating. A woman in the center has her arms raised in a 'V' shape and a wide, joyful expression. To her left, a man in a blue shirt is smiling. To her right, a woman in a yellow top is clapping. In the background, other people are visible, some looking towards the camera. The scene is set in what appears to be a conference or networking event. The overall atmosphere is one of excitement and achievement.

# Knowing your strengths

# Goals

- 1 Leaders will grow in their awareness of their strengths and weakness, both as individuals and as a group
- 2 Leaders will analyze values and assumptions they have that are barriers to living out their strengths

# Agenda

## Assessing your strengths

Thinking through StrengthsFinder

Lunch

Strengths in practice

Debrief

# StrengthsFinder



# Directions:

- 1 Go to the following sign in page:  
[gallupstrengthscenter.com/register](https://gallupstrengthscenter.com/register)
- 2 Using your unique code, take the assessment
- 3 After you take the assessment, read through the PDF with your results.



# StrengthFinders Case study: **Liz**

**Let's unpack  
your results**

How do you feel about your strengths?

How do they compare to what people have said about you?

Where have you seen your strengths play out, both personally and professionally?

Was there a strength you expected to see, but didn't see?

How might your strengths complement one another? How might they be in conflict?

# Agenda

Assessing your strengths

**Thinking through StrengthsFinder**

Lunch

Strengths in practice

Debrief

# 8 minutes

## Tally your strengths

- Put a tally mark under the bucket where your strength falls
- Look at the overall number of tally marks in each domain. Where are we strong as a group? Where are we weaker?

# Lunch

# Agenda

Assessing your strengths

Thinking through StrengthsFinder

Lunch

**Strengths in practice**

Debrief



# Applying your strengths

## Think of a situation

Write the story of a time you saw all of your strengths play out

## Strengths web

Word associations with each strength—make connections

## Animal metaphor

If these strengths were an animal, what would it be?

## Strengths & weaknesses

Do you have stronger domains and weaker domains? How come?

## Passions & dreams

What do your strengths reveal about things you care about? What's your dream based on that? How do your strengths affect that dream?

# 12 minutes

**Pair up!**

- **Partner up.** Partner A = sooner birthday  
B = further birthday.
- Partner A has 3 minutes to speak (uninterrupted) about their application. Partner B is listening and preparing questions.
- Discuss for 3 minutes.
- Switch! Partner B speaks while Partner A listens and prepares.
- Discuss for 3 minutes.

# Agenda

Assessing your strengths

Thinking through StrengthsFinder

Lunch

Strengths in practice

**Debrief**

# Debrief

# Break

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# Agenda

Welcome and introductions

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**Archetypes of leadership**

Debrief & closing

A woman with dark hair, wearing a light-colored sweater, is seated at a table in what appears to be a meeting or conference room. She is looking slightly to her right with a thoughtful expression. Her hands are resting on the table. In the background, other people are visible, some standing and some seated, but they are out of focus. The overall scene is dimly lit, with a dark overlay on the image.

# Archetypes of leadership



# Goals

- 1 Develop self-awareness and knowledge about your archetype of leadership.
- 2 Identify areas that, based on your archetypes, highlight how you want grow as a leader.
- 3 Feel ready and capable of developing into a great leader.

# Agenda

## Our day so far

Your five top leaders

Archetypes of leadership

Our conceptions of leadership

Debrief and close

# Today's goals

- 1 Coaches should develop a deeper understanding of the challenges and best practices to accomplishing goals through a team.
- 2 Coaches should learn new skills for communicating, leading, and directing a team to success.
- 3 Coaches should start deconstructing their definition of “effective leadership.”

# Agenda

Our day so far

**Your top five leaders**

Archetypes of leadership

Our conceptions of leadership

Debrief and close

# 5 minutes

## Reflection and writing

- List the top five leaders you admire on butcher paper.
- Identify why you chose these five leaders—think:
  - Attributes
  - Demographics
  - What makes them a good leader

# 10 minutes

## Partner activity

- You will need to find a partner for this next activity.
- **For 5 minutes:** One of you will share your list of leaders and explain why you chose them. Include demographics and attributes of your leaders.
- After 5 minutes, switch and have the other partner share.

# 3 minutes

Reflection and writing

- **Reflect on your partner's list of leaders and descriptions:**
  - What values are present in the list of leaders your partner chose?
  - What potential leadership blind-spots do you see?

# 10 minutes

## Partner activity

- Each partner should come back together.
- **For 5 minutes each:** Discuss your findings on the values you noticed in your partner's leaders list and the potential blind-spots you were able to identify.



# Debrief

# Agenda

Our day so far

Your five top leaders

**Archetypes of leadership**

Our conceptions of leadership

Debrief and close

# **Archetype:**

**A recurrent symbol or motif of something, particularly in reference to your thoughts.**

# **Stereotype:**

**A widely held but fixed and oversimplified image or idea of a particular type of person or thing.**

# Archetype of a plumber

# Archetype of a teacher

# Archetype of a businessperson

# 10 minutes

## Individual reflection

- On a piece of butcher paper, write down reflections on these 3 questions:
  - What is your archetype of leadership?
  - How does your leadership archetype differ from you?
  - Give an example of someone who has challenged your archetype.



# Discussion

What archetypes did you come up with?

Who challenged your archetype?

Were you surprised by the way you thought of leadership?

# Agenda

Our day so far

Your five top leaders

Archetypes of leadership

**Our conceptions of leadership**

Debrief and close

A man in a dark suit, white shirt, and glasses is shown from the side, looking down and writing in a notebook. The background is a blurred office setting with papers and a pen. The entire image has a dark blue overlay.

# What leadership is *(and is not)*

**Our conception  
of what leadership is  
can be limiting.**

**Assigned Leadership:**  
Leadership that is  
based on occupying a  
position a position in  
an organization.

*(Northouse, "Leadership: Theory and Practice", 08)*

**Emergent Leadership:**  
Perceiving an individual  
as the most influential  
member of a group,  
regardless of their title.

*(Northouse, "Leadership: Theory and Practice", 08)*

# Management

(Abraham Zaleznik, 1977)

# Leadership

(Abraham Zaleznik, 1977)

# Management

(Abraham Zaleznik, 1977)

- Impersonal about organizational goals.
- Relate more in-line with role.
- Authority granted from above (authorized).
- Transactional.
- Conditional.

# Leadership

(Abraham Zaleznik, 1977)



# Management

(Abraham Zaleznik, 1977)

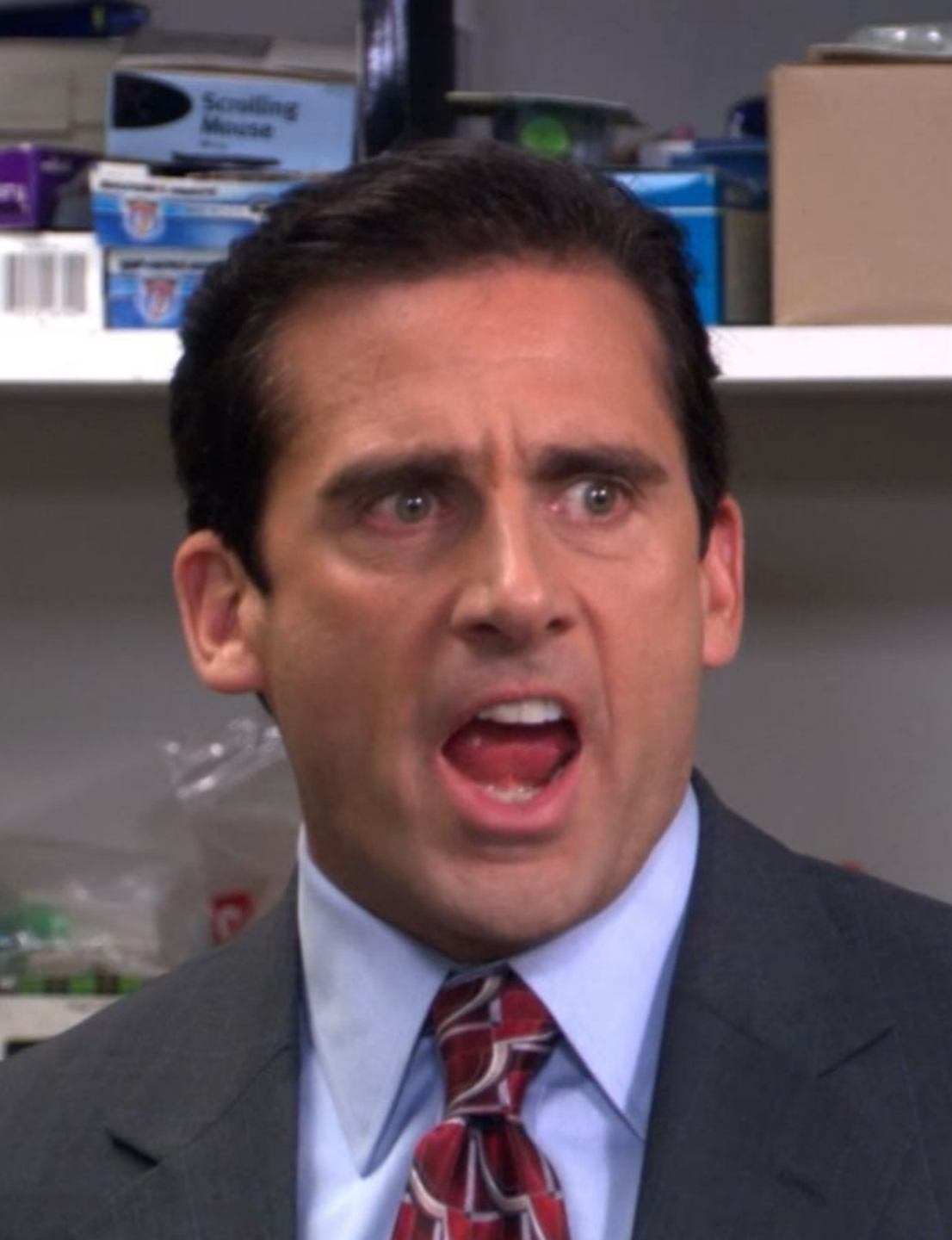
- Impersonal about organizational goals.
- Relate more in-line with role.
- Authority granted from above (authorized).
- Transactional.
- Conditional.

# Leadership

(Abraham Zaleznik, 1977)

- Personal about organizational goals.
- Relate more intuitively.
- Authority granted from below or from within.
- Persistent.

Leadership is *not...*



**Coercive or  
telling people  
what to do.**

**Trait-based or born  
that way.**

**Leadership** is a  
*process* by which an  
individual uses  
*influence* with a *group*  
for *positive change*.

# Key takeaways

- Things great leaders do rarely corresponds to *technical knowledge*.
- Process-oriented vs. trait-oriented or static.
- Leadership requires emotional intelligence.

# 10 minutes

## Debrief breakout

- **Technical:** What stood out to you most?
- **Practical:** How do you think your biggest key takeaway applies to how you've been applying leadership with fellows, groups, etc...
- **Emancipatory:** Do you have any assumptions about leadership that need to be revised as a result of this session? If so, how will you actively work to revise them?

# Agenda

Welcome and introductions

Leadership simulation

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Archetypes of leadership

**Debrief & closing**



# Debrief

# Debrief

What did you learn today about leadership?

# Debrief

What did you learn today about leadership?

What did you learn about yourself?

# Debrief

What did you learn today about leadership?

What did you learn about yourself?

How can you apply what you've learned?

# Evaluations

[bit.ly/ofacoaches1](https://bit.ly/ofacoaches1)

# Optional Fun!

**Picnic in Grant Park**  
Live music and snacks.

**Tonight from 5:30–8:00pm**  
601 S Michigan Ave, Chicago, IL  
60605

# Tomorrow's Training

**Breakfast and registration  
begins at 8:30am!**

We will finish by 1:00pm. Make  
sure you check out of your hotel  
and bring your luggage!

**Point of contact: Kevin Lane**

**810.931.6640**

# Tomorrow's agenda

Breakfast & registration

Opening & recap from Saturday

Program breakouts: Campus & Fellowship

Debrief, closing, next steps



# Questions?

**Thank you!**



# COACHES HUDDLE

FALL 2017

# Agenda

Breakfast & registration

**Opening & recap from Saturday**

Program breakouts: Campus & Fellowship

Debrief, closing, next steps

# Icebreaker!

# Yesterday's agenda

Welcome and introductions

Leadership simulation

StrengthsFinder I

Lunch

StrengthsFinder II

Archetypes of leadership

Debrief & closing

# Discussion


Some insights you had from yesterday's training.

What you're most excited about in starting your programs.

What you're nervous about in these programs.

# Program breakouts





# Community Engagement Fellowship

# Managing the program

# Community Engagement Fellowship

**PHASE 1**

Recruitment and  
selection

**PHASE 2**

**PHASE 3**

# Community Engagement Fellowship

**PHASE 1**

**PHASE 2**

**PHASE 3**

Orientation and  
curriculum

# Community Engagement Fellowship

**PHASE 1**

**PHASE 2**

**PHASE 3**

Event and  
debrief

# Goals

- 1 Learn the types of community engagement events your fellows will learn to organize.
- 2 Be able to guide fellows through the curriculum.
- 3 Feel comfortable supporting your fellows as they plan and organize community engagement events.

# Agenda

## Community engagement events

Developing a learning journey

Debrief and close

**Think about a  
community engagement  
or organizing event you  
have participated in.**

**What was positive? What is something you'd like to try?**



# Community Engagement Events



**Film  
screening**



**Speaker  
series**



**Community  
service**



*“Empowerment Project” film screening*

# Film screenings

How do they engage people around an issue?

# Organizing Events

**Earned media  
events**

**Town hall  
meetings**

**Office visits to  
elected officials**

**Phone banks**

**Signature  
drives**

**Community  
action meeting**



Wisconsin Obamacare rally

## Town hall meeting

How does this engage people around an issue?

# 10 minutes

Small groups

**On your worksheet, work as a group to review the different types of community engagement and organizing events.**

Then, think about and discuss issues currently affecting your community, brainstorm what community engagement or action events you may hold, and how you will follow the 4 organizing steps to plan that event.

# Agenda

Community engagement events

**Developing a learning journey**

Debrief and close



# Fellows curriculum overview

# 10 minutes

Small groups

**On your worksheet, work as a group to review the curriculum.**

- What about the curriculum excites you?
- What questions do you have?



# Agenda

Community engagement events

Developing a learning journey

**Debrief and close**

# Questions?



# Open space



## Training science

- Whoever comes is the right people
- Whatever happens is the only that could've
- When it starts is the right time
- When it's over, it's over
- Law of two feet

# Debrief



# Campus Organizing Academy

# Agenda

## Meet each other

Program vision

Curriculum overview

Logistics and things to know

Mentoring millennials

Final Q&A

# Meet each other

- 1 Say your name, state, and why you joined as a campus coach.
- 2 What made you get involved in organizing?
- 3 Each coach gets 2 minutes each!



# Program vision

# Curriculum overview

# Logistics & things to know

# Mentoring millennials

# Final Q&A

# Agenda

Breakfast & registration

Opening & recap from Saturday

Program breakouts: Campus & Fellowship

**Debrief, closing, next steps**

# Debrief

What did you learn today about your programs?

# Debrief

What did you learn today about your programs?

What was your highlight of the weekend?



# Debrief

What did you learn today about your programs?

What was your highlight of the weekend?

What is your new definition of leadership?

# Fellows Leaders program

**Jump on the September 12  
weekly call!**

**Prepare for Fellows orientations**

# Campus Coaches program

**Jump on the Campus Academy  
launch call!**

September 14 at 8:00pm EST

**Host first meetings with your  
students.**

# Evaluations

[bit.ly/ofacoaches2](https://bit.ly/ofacoaches2)



**Thank you!**