Welcome to

Coaching – Hike

It is all about people
Look around….
See it

Look around….
Feel it

Here and Now
AIM

Every participant shall be challenged in their own coaching style and find inspiration by exploring others.

Please be generous and share your footprints
So what about a hike?

Hike means
• to walk a long distance
• to **suddenly increase** the level of something
• to pull or lift (something, such as yourself) with a quick movement

It means paying attention, noticing, **seeing** what stands out for you, trying something new, **share**, be curious, get new experiences and insights and **enjoy** the learning.
It is all about People - it is all about Us!

You need to pack:
• One singel sheet of paper
• A pen

Activate your eyes

Go for a walk about and find a new friend

Instructions:
• Stand in front of your new friend, have a good look, ”feel” your friend and draw his/hers face on your singel sheet of paper

• Write down your friend’s greatest coaching talent – just by looking, drawing and feeling.
A Coaching hike
Peter Senge (born 1947), a student of Argyris and Shon, writes about the importance of systems thinking (the fifth discipline) in organizations and about the learning disabilities that exist in organizations.
The Discipline of Coaching

” Building relationships among people who are continuously learning about the changing environments in which they live and work, intervening in and moving to set aside ineffective and counter-productive habits, and building new skills, practices, habits, and platforms for collaborating in this ever changing world.”

James Flaherty
We don´t see things as they are we see things as we are”
Behavior
How do I live?

Values
What is good and right?

Beliefs
What is true?

Worldview
What is REAL?

Iceberg Principle in leadership behavior
Coaching – Marjorie Godfrey
A Coaching Model (förberedelsefas, genomförande, överlämnande)

Tidslinje – förbättringsarbetets olika faser

- Effektiva möten
- Webbaserad Coach
- Checklista (Coaching journal)
- Metoder & Verktyg
- Reflektioner
- Reflektioner

Ref; Marjorie M. Godfrey, PhD, MS, BSN

The Art and Science of Coaching Interdisciplinary Health Care Professionals in Improvement
### A Team Coaching Model

<table>
<thead>
<tr>
<th>Förarbete/förberedelsefas</th>
<th>Genomförande fas</th>
<th>Övergång/överlämnande fas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tydlighet i mål och syfte</td>
<td>Aktiv coachning:</td>
<td>Genomgång och reflektion av resan:</td>
</tr>
<tr>
<td>Samtal med närmsta chef – vad förväntas uppnås?</td>
<td>- Förväntningar</td>
<td>- Vad ska fortsättas att göra?</td>
</tr>
<tr>
<td>systemförståelse</td>
<td>- Fortsatt förtydligande av mål/syfte</td>
<td>- Vad ska inte göras igen?</td>
</tr>
<tr>
<td>Förväntningar</td>
<td>Vara på rätt spår!</td>
<td>- Utvärdera värdet av att ha en coach och vad som kan utvecklas mer i denna roll.</td>
</tr>
<tr>
<td>Resurser</td>
<td>- Skapa förutsättningar för alla att bidraga och utvecklas under arbetets gång.</td>
<td>- Reflektion, firande</td>
</tr>
<tr>
<td></td>
<td>- Uppmuntran</td>
<td>- Skapa ny energi för nästa fokus</td>
</tr>
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<td></td>
<td>- Synliggör flera olika perspektiv</td>
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<td></td>
<td>- Vara tillgänglig</td>
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<td></td>
<td>- Snabb återkoppling</td>
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<tr>
<td></td>
<td>- Tydligt process fokus</td>
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</tbody>
</table>

Ref: Marjorie M. Godfrey, PhD, MS, BSN
Instructor in The Dartmouth Institute and in Community & Family Medicine
Co-Director The Dartmouth Institute Microsystem Academy
The Microsystem Festival March 1–4 2016
plus.rjl.se/microsystemfestival
Many stories in parallel – nationally, locally and international

Being part of something bigger than just the here and now - everyone needs to create their own story and share it with others ...

To constantly do and simultaneously relate to what others are doing
How you pack your backpack…
We make the world visable with our words

Be there  Respect  Behavior
Responsibilities  Listening
Ownership

Empowerment  Energy
Relationship

Values  Toolbox

Hope  Big picture  Curious
Feedback

Possibilities

Be the best I can be
Details

Region Jönköpings län

The Microsystem Festival March 1-4 2016
plus.rjl.se/microsystemfestival
Words are building blocks, hashtag build communities.
Today is an opportunity to share the same view and make a coaching footprint
What makes the world a better place because we have been there?
Stations

Visionen
• The past and the present does not have to be the Future.
  Host; Eva Marie Sundkvist

• To coach without “being one up”
  Host; Maria Johansson

• What is on your Coachingmind?
  Host; Nicoline Vackerberg

Rörelsen (up stairs)
• The different roles of a coach –
  Host; Ann Charlott Norman

Rytmen (up stairs)
• Motivation and ownership –
  Host; Katherine Stevensson
Open space inspiration

The **Law of Two Feet** means you take responsibility for what you care about –

Using your own two feet to move to whatever place you can best contribute and/or learn.
Open space inspiration

Whoever comes is the right people
• Whoever is attracted to the same conversation are the people who can contribute most to that conversation—because they care. So they are exactly the ones that should be there

Whatever happens is the only thing that could've
• We are all limited by our own pasts and expectations. This principle acknowledges we'll all do our best to focus on NOW-- the present time and place-- and not get bogged down in what could've or should've happened.
Documentation

Write new insights, experiences (footprints) and advice to the next group.

This will be on the wall for the microsystem participants as Coachinspiration

Photographer today: Magnus Strömberg
Coaching – Hike

10.45 Groupactivity

11.35 Next group

12.15 Lunch