From Telling to Asking

Your Leadership Evolution

MANAGEMENT ASSISTANCE TEAM

ASSOCIATION of FISH & WILDLIFE AGENCIES

Funded By;

WILDLIFE & SPORT FISH RESTORATION

Tabbi Kinion

tabbi@tabbikinion.com

Today's Webinar

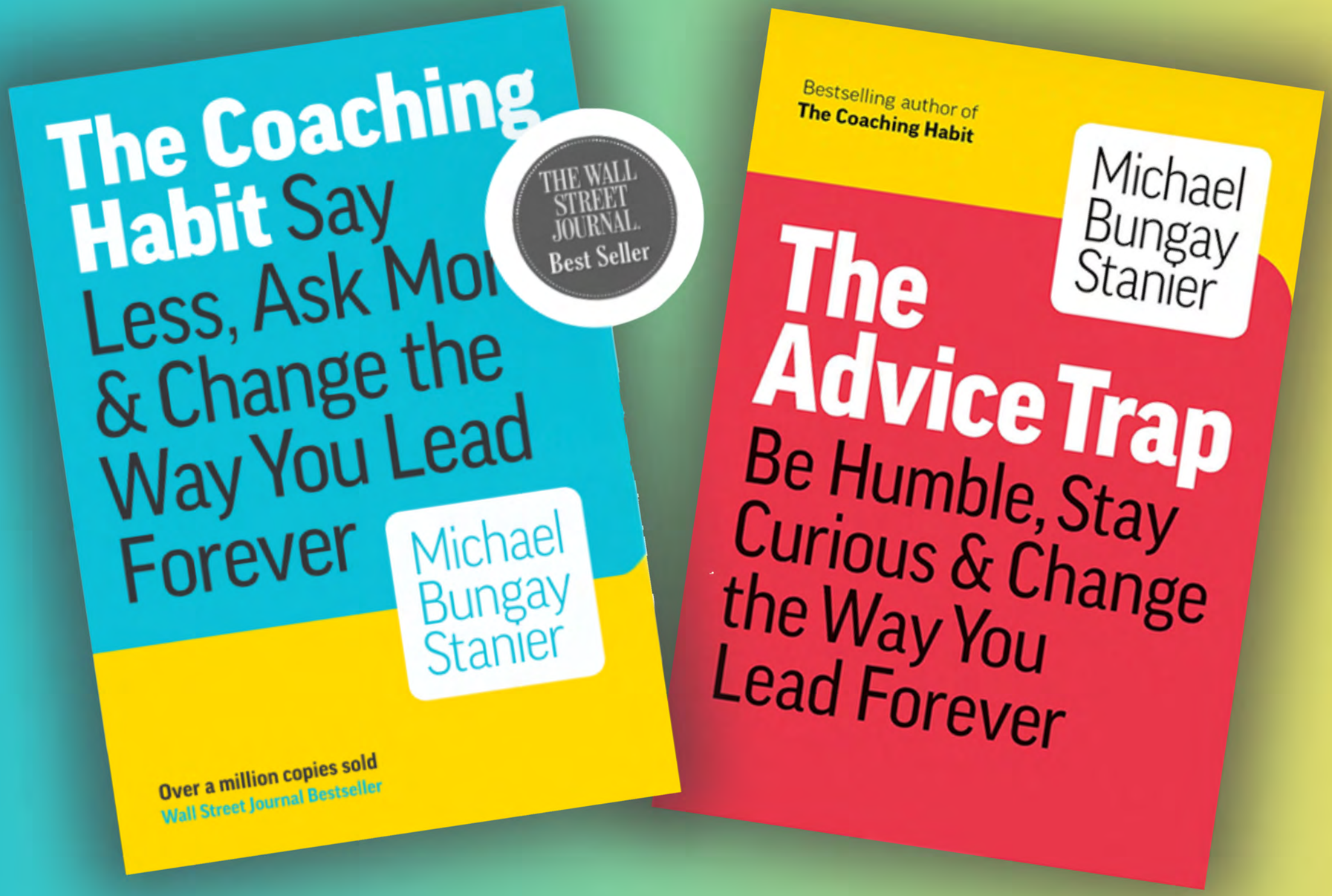
- The Coaching Habit
- Practice Time!
- Your Advice Giving Habit
- In Action

TabbiKinion.com/page/afwa

Relationship Vocab

Supervisor	The person who conducts your performance review.
Coach	Someone who helps you move forward.
Mentor	Someone who supports, guides, and advises you.
Sponsor	An advocate for your career advancement who has the ability to accelerate your opportunities.
Leader	Someone who you choose to follow. May or may not be in one of the above roles.

COACHING	MENTORING
Measures Performance	Doesn't Measure Performance
Coach Drives the Relationship	Mentee Drives the Relationship
Can be Standardized	Mentoring is Personalized

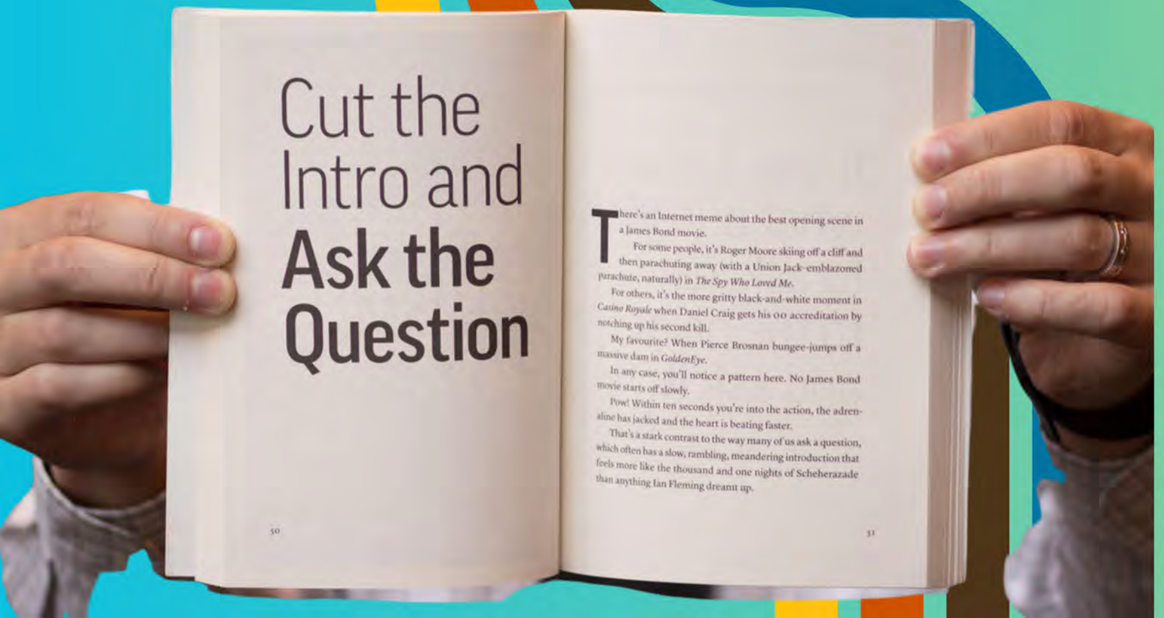

The Coaching Habit Say Less, Ask Mor & Change the Way You Lead Forever
Michael Bungay Stanier
THE WALL STREET JOURNAL.
Best Seller
Over a million copies sold
Wall Street Journal Bestseller
Bestselling author of
The Coaching Habit
Michael Bungay Stanier
The Advice Trap
Be Humble, Stay Curious & Change the Way You Lead Forever

7 Essential Coaching Questions

- What's on your mind?
- AND WHAT ELSE?
- What's the real challenge here for you?
- What do you want?
- How can I help?
- If you are saying "yes" to this, what are you saying "no" to?
- What was most useful for you?

Stay CURIOUS Longer

- Just ASK the Question (skip the preamble)
- Only ask ONE question at a time
- Listen as if you MEAN IT - No interruptions.



Escape the AGH!

1. You're solving the wrong problem

2. You're proposing a mediocre solution

3. You're displaying poor leadership

Advice Giving Impacts

1. It demotivates the advice-receivers
2. It overwhelms the advice-giver
3. It compromises team effectiveness
4. It limits organizational change

YOU SHOULD
SHOULD
DO THIS
I KNOW
DO THIS
TELL
TELL
TELL
TELL
TELL
ASK
ELL
ELL

What is YOUR Advice Monster?

MyAdviceMonster.com

Tell-It

You MUST have the answer!

If you don't Tell-It, nothing will get solved and we will FAIL!

Save-It

You MUST be responsible for it ALL!

If you don't Save-It and rescue everyone and everything, we will FAIL!

Control-It

You MUST stay in CONTROL!

If you don't Control-It and manage it all, we will FAIL!

Your Advice Monster believes you are better than the other person.

You're saying that they aren't good enough.

Did you mean to say that?

TERA-Taming your AGM

Tribe - Be on their side.

Expectation - Show them the future.

Rank - Raise them up.

Autonomy - Give them a choice.

Coaching Principles

1. Be Lazy

2. Be Curious

3. Be Often

Coaching in a Nutshell

Ask a question and shut up.

Not a fake question. And really, no talking.

Actually listen to the answer.

No fake listening.

Acknowledge the Answer

Not by offering advice.