



Leadership Track

LI: LEADING FROM YOUR MOTIVATION FLOW

SESSION OUTCOMES

- The client has a working understanding of how their leadership influence and their core motivational pattern interact.
- The client has reviewed their own leadership effectiveness in their four spheres of influence.
- Building upon insights gained during the Foundational Coaching Track, the client has begun to explore applications of their motivational flow to their own leadership context.
- The client has begun to consider how the “shadow side” of their top motivations can undermine their leadership influence, laying groundwork for a plan to counter these tendencies.

SESSION PREPARATION

In order to ensure a successful session, it’s important that both you and your client do a little pre-work.

Ahead of Session L1 your client will:

- Review handouts they received and notes they took during their Foundational Coaching Track.
- Consider the leadership strengths and challenges in their own motivational flow.
- Review their three achievement stories in their MCODE report noting one key reason their leadership in this project succeeded.

Ahead of Session L1 you will:

- Review your client’s MCODE report and notes from past sessions.
- Consider their pattern with leadership in mind, anticipating the influence strengths and challenges their profile suggests.

COMMUNICATION

One week ahead of the appointment send an email message similar to this to your client:

Greetings _____,

I'm looking forward to connecting again with you in this first session of the Leadership Coaching Track. Our initial coaching session is scheduled on _____ at _____ [via Zoom (the link is here) or face to face at (address)]. While this begins a new series of coaching engagements centered on leadership, we will be building on progress we made in our time together working through the Foundations Coaching Series.

Our focus for the upcoming Leadership Track session will be exploring your leadership context in light of your motivational flow pattern.

To gain the most from Session L1, I suggest you work through the following preparations:

Review handouts you received and notes you took during the Foundational Coaching Track you completed. Refreshing yourself on these core principles will give you a “booster shot” headed into this track.

Review your achievement stories. Note how your leadership was demonstrated and how you were successful.

Review your “trigger–process–outcome” motivational flow. What leadership strengths and challenges can you extract from your flow?

Review the “shadow side” insights you gleaned during these coaching sessions. Knowing what can erode your influence is invaluable in building a strategy for leadership.

On a single piece of paper write the names of one individual with whom you have some leadership responsibility in each of the following spheres of influence: your personal life, your close relationships, your team / organization, your social circles. In each of these relationships on a 1-to-10 scale, rate what you believe to be your level of leadership effectiveness.

Come ready to discuss what you uncover in these exercises.

I look forward to our time together.

Sincerely,

Certified MCODE Practitioner

SESSION OUTLINE

Meet + Greet [3 minutes]:

Practitioner Note: Come with something personal to share with your client (no more than 30 seconds of this 3 minute block. Ask them to share and follow up with at least one probing question.

Transition / Preview [1-3 Minutes]: “Today we are going to build on the Foundation Coaching Track to begin the Leadership Coaching Track. One of the most common questions we get from clients is, “How can I bring healthy and consistent influence in the key relationships in my life?” We’ve designed this track to help tackle that challenge. Of course there is no silver bullet for leadership, but there are proven and practical principles. In the weeks ahead I’m going to introduce you to two leadership keys: The mindset of HUMBLE CONFIDENCE, and the skill set of influencing with POSITIVE ENERGY.

Along the way I’m going to work with you to personalize these principles and implement them through the framework you’re already familiar with: your own unique motivational pattern. The synergy here will be powerful!

Practitioner Note: For each coaching session – whether it is a choreographed format like this one or an open discussion format – keep the F.L.O.W. coaching model front and center in your mind. Make running notes through the session and keep track of where you are in the model and particularly when you transition from one segment to another. Make note of specifically where in the F.L.O.W. pattern you are seeing the energy and the “aha” moments. These will be key insights when you guide the client to potential action items at the the “W.ork It” segment of the F.L.O.W. model. Also, keep close tabs on the clock. It’s the coach’s responsibility to strike the healthy balance between following the improvisation of the session WITHIN the bounds of time and topic. This takes practice, and watching the clock is vital.

Consultative Coaching Conversation [15 minutes]

Context [3 minutes]: Even a “hacker” golfer hits a brilliant shot every once in a while, a perfect stroke where everything aligns sending the ball on a straight flight. The difference between a good golfer and a mediocre one is the frequency of these perfect strokes. Good golfers KNOW the right mechanics of a good swing and have the KNOW HOW to repeat. Mediocre golfers rely more on luck and as a result are inconsistent. Both have “some” success in their history; but only good golfers leverage that history. Nowhere is this principle more relevant than in our own personal stories of achievement and the influence we mustered to generate success. Similar patterns of motivation leading to success appear in our history. This truth is the premise of MCODE. But only when we see those patterns and learn to repeat them can we begin to generate success consciously.

As we begin a coaching journey focusing on your present and future leadership we are going to first look back to your past. While there are general principles for leadership, there is no one-size-fits-all formula. Your own tailored pattern for influencing others is yours alone, and it already exists, awaiting discovery in your past successes. The way you achieved healthy influence in the past IS the way you will succeed going forward. Identifying those patterns is the first step to repeating them.

Content review and response [12 minutes]: “As preparation for today I suggested that you return to your MCODE report and to notes you took during our Foundation Coaching sessions, to review your trigger-process-outcome motivational flow, and the ‘shadow side’ of your motivations that can erode your effectiveness.”

- What leadership insights came to light as you reviewed your achievement stories?
- What leadership insights came to light as you reviewed your trigger-process-outcome motivational flow?
- What did you learn as you reconsidered the ‘shadow side’ tendencies of your top motivations?

Practitioner Notes:

- *Follow the natural flow of this conversation.*
- *Express observations at natural breaks in the conversation. Refer back to insights you noted from past sessions.*
- *Listen especially for connections with their motivational flow; remember to keep at hand their report and your notes of their motivation flow pattern.*
- *As always, watch the clock.*

Current Challenge [20 Minutes]

Practitioner Note: In this section you will guide your client through the F.L.O.W. (Find Out, Learn About, Own, Work It) process to surface one pressing leadership challenge where understanding their motivational flow will be helpful. Your goal is to help your client surface their F.L.O.W. (Find Out, Learn About, Own, Work It) for this challenge.

Find Out: As part of the preparation I also asked you to write the names of one key individual in each of four different spheres: your personal life, your close relationships, your team / organization, your social circles, and to rate each on a 1-to-10 scale according to how you believe you are meeting these leadership responsibilities. Share one relationship from your list that needs leadership improvement. How did you rate it? Why?

L.learn About: “Consider now your achievement stories and the motivational flow embedded in them. How might recalling your recurring pattern of trigger–process–outcome help you improve this challenge?”

O.wn: Work with your client to identify one area they could focus on to improve. Given what you have learned about your motivational flow and your ‘shadow side’ tendencies, what one or two adjustments could you make to upgrade your leadership in this sphere?

W.ork it: Identify the plan for your client to work on.

Practitioner Note: In response to your client’s commitment to pursue this action, commit in return to offer encouragement and accountability.

Wrap: [5 Minutes]

- Ask the client: “What was most helpful from our session today?”
- Provide a succinct, reflective, encouraging summary of what you heard from the session.

SESSION FOLLOW UP

The day after Session L1 send your client an email:

- Recapping insights and commitments.
- Affirming the schedule for the next session.
- Reminding them it will be an “open discussion” format.
- Asking them to keep track of progress and challenges as they implement principles day to day.
- Asking them to come to the next session with one real life opportunity for increasing productivity that they have expressed in five sentences.