

Importance of Coaching



“Whoever aspires to be an overseer desires a noble task.”

(1 Timothy 3:1) Dewey

Coaching

- Speech Recordings
- Review
- One-on-one process
 - *Relationship: individual and coach*
- Specific objectives and goals
 - *developing potential*
 - *improving relationships*
 - *enhancing performance*



Biblical Coaching

- Variety of Greek words used in the New Testament to express teach, or teacher
 - “*didasko*”, to teach (Matthew 7:29), 97x [*Didaskalia*]
 - “*katecheo*”, to instruct (Acts 18:24), 8x [*Catechumen*]
 - “*matheteuo*”, to train disciples (Matthew 28:19), 4x [*Mathetees*]
 - “*paideuo*”, to train, instruct (Hebrews 12:6), 13x
 - “*noutheteo*”, to correct, counsel (I Thessalonians 5:14), 8x
 - “*parangello*”, to command, order (Acts 15:5), 32x
 - “*paradido*”, to hand down [tradition] (Matthew 11:27), 119x.
- Teaching is clearly at the center of God’s plan.

Moses & Joshua

- Moses was coached by God in the wilderness for forty years.
 - “hot head”, taking justice in his own hands.
 - “desert school”: slowly taught him how to be a great leader.
 - Effect of this coaching:
 - “Now the man Moses was very humble, more than all men who were on the face of the earth” (Num 12:3)
 - We see the change from a man who resolved a conflict by killing to a man who did not even defend himself when accused by his brethren.



Simon Dowry

Moses & Joshua

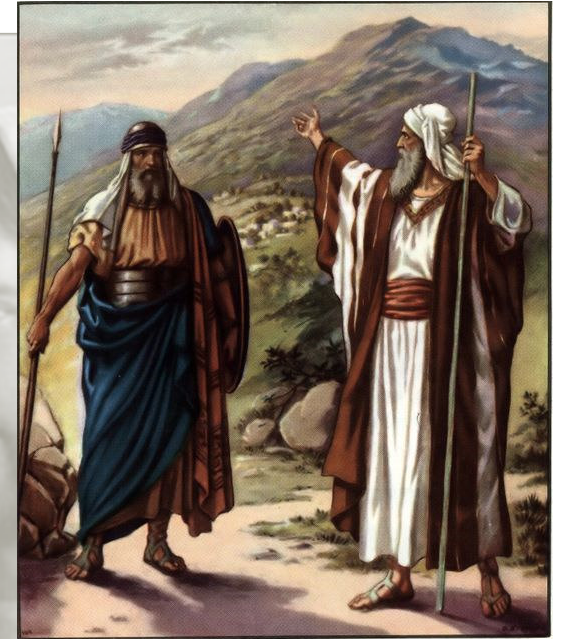
- Joshua became Moses' disciple

- followed him everywhere,
especially in the place of worship:

“So the Lord spoke to Moses face to face, as a man speaks to his friend. And he would return to the camp, but his servant Joshua the son of Nun, a young man, did not depart from the tabernacle.” (Exo 33:11).

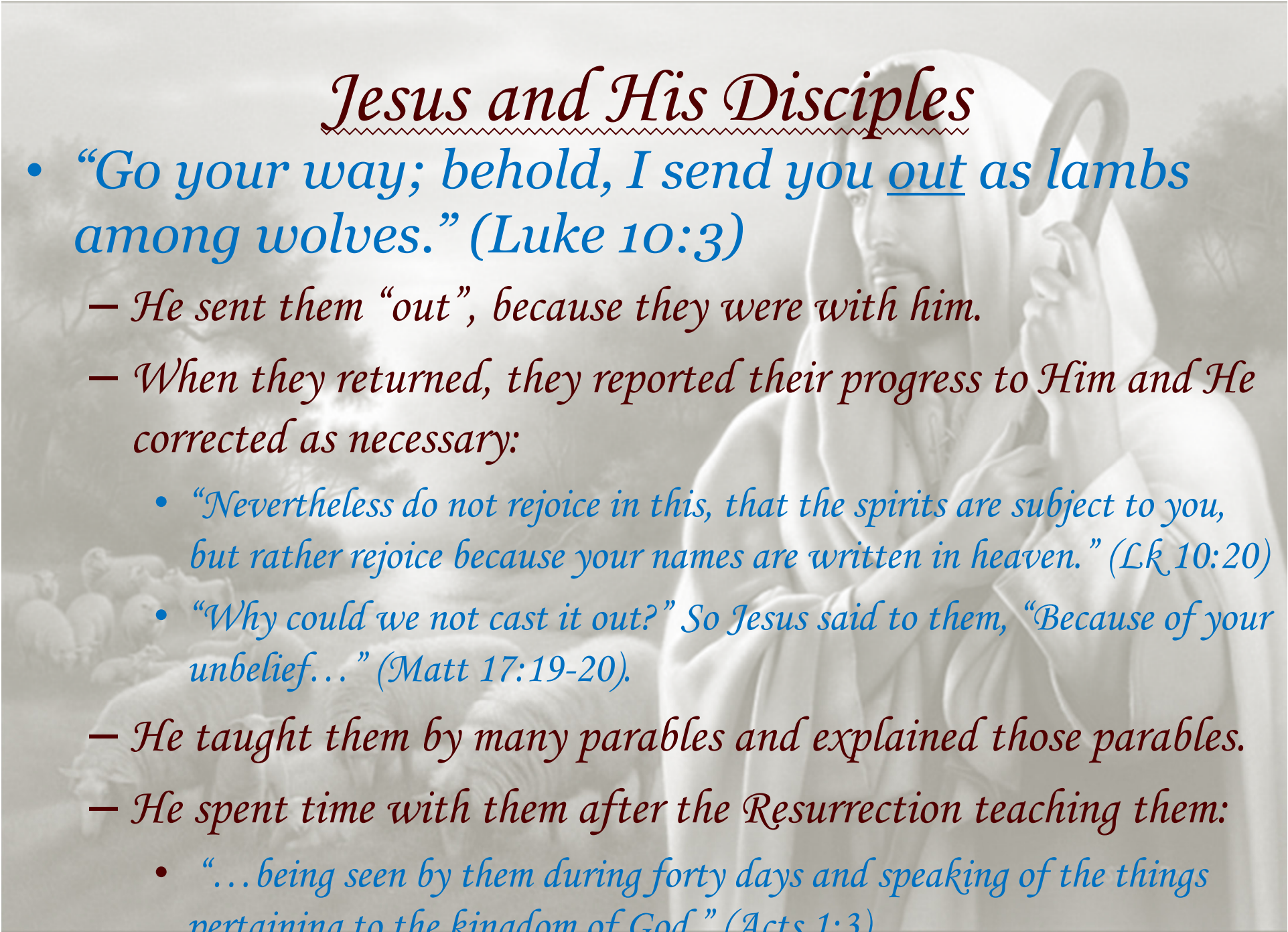
- Joshua learned directly from Moses by:

- praying with him, fighting alongside him, eating with him,
living with him, sitting at his feet, observing him.



Moses & Joshua

- Moses coaching and correcting Joshua:
 - *Joshua was upset and wished to prevent Eldad and Medad from prophesying, Moses corrected him:*
 - *“Are you zealous for my sake? Oh, that all the Lord’s people were prophets and that the Lord would put His Spirit upon them!” (Num 11:29)*
 - *At the end of his life, Moses coaches Joshua:*
 - *“Be strong and of good courage, for you must go with this people to the land which the Lord has sworn to their fathers to give them, and you shall cause them to inherit it. And the Lord, He is the One who goes before you. He will be with you, He will not leave you nor forsake you; do not fear nor be dismayed.” (Deut 31:7-8)*



Jesus and His Disciples

- *“Go your way; behold, I send you out as lambs among wolves.” (Luke 10:3)*
 - *He sent them “out”, because they were with him.*
 - *When they returned, they reported their progress to Him and He corrected as necessary:*
 - *“Nevertheless do not rejoice in this, that the spirits are subject to you, but rather rejoice because your names are written in heaven.” (Lk 10:20)*
 - *“Why could we not cast it out?” So Jesus said to them, “Because of your unbelief...” (Matt 17:19-20).*
 - *He taught them by many parables and explained those parables.*
 - *He spent time with them after the Resurrection teaching them:*
 - *“...being seen by them during forty days and speaking of the things pertaining to the kingdom of God.” (Acts 1:3)*

Jesus and His Disciples

- After His Ascension, He commissioned them not to start the ministry until He sends them the Holy Spirit to guide and coach them further:
 - *“He commanded them not to depart from Jerusalem, but to wait for the Promise of the Father...” (Acts 1:4).*
 - *The result: very effective ministry.*
 - *Twelve simple uneducated fishermen were able to convert the entire planet to Christianity!*



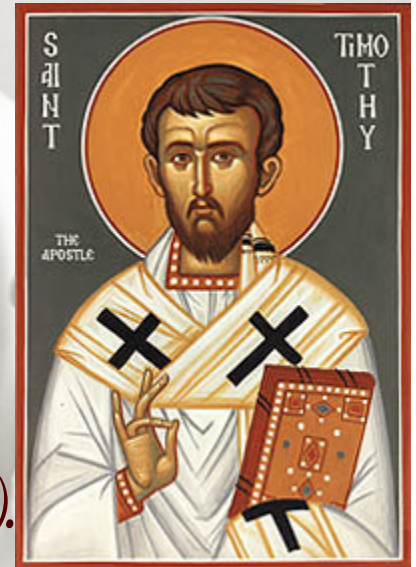
St. Paul & St. Timothy

- St. Timothy was personally coached by St. Paul:

— *“Behold, a certain disciple was there, named Timothy... He was well spoken of by the brethren who were at Lystra and Iconium. Paul wanted to have him go on with him. And he took him and circumcised him ... And as they went through the cities, they delivered to them the decrees to keep...” (Acts 16:1-4)*



St. Paul & St. Timothy



- Road of coaching:
 - *Encouragement*: Praises the potential in his faith which he acquired from his family (Acts 14).
 - *Guidance*: Takes Timothy with him on his missionary trips.
 - *Representation*: Gives him some more responsibility by leaving him with Silas at Beroea and Thessalonica.
 - *Delegation* : Sends him alone to Macedonia and Corinth
 - *Appointment*: Ordains him Bishop to lead the church of Ephesus by himself.
 - St. Paul wrote to the Philippians about Timothy:
“I have no one like him.” (Phil 2)

Importance of a Coach

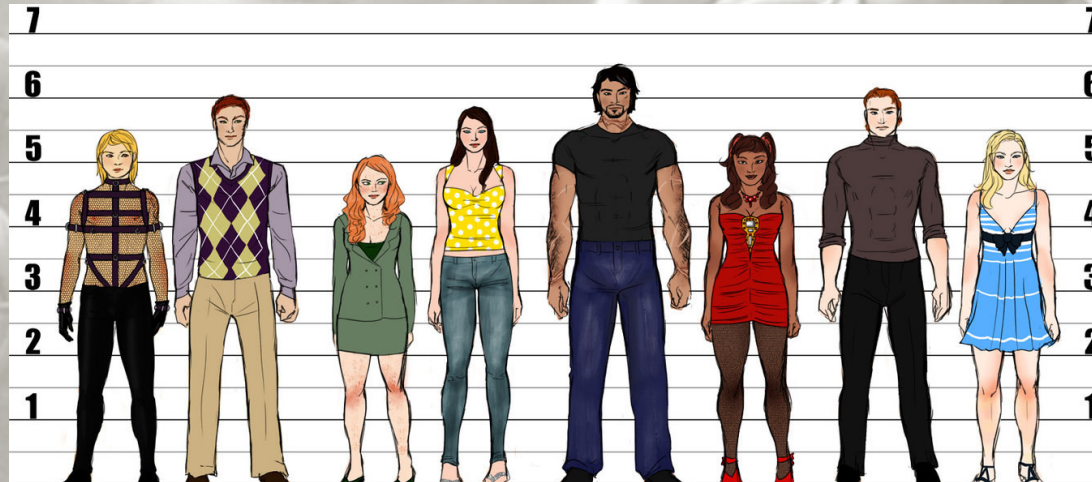
- Can only advance so far on your own.
 - *With a coach, you can go farther and faster.*
- **It is impossible to maximize your potential without a coach!**
 - *Without that outside input and advice, you will never be as good as you could be.*
 - *Every top athlete has a coach.*
 - *Obedience to coaches.*
 - *Coach's words are truth and final!*



Simon Dewry

Importance of a Coach

- We measure ourselves against people around us.
 - *If those people are the coaches, our performance will be evaluated against our strengths.*
 - *A coach will know what your capabilities are and push you to the limit.*



Simon Dewy

Importance of a Coach

- A coach does not necessarily need to be more skilled than the coachee.
 - *Many athletic coaches help athletes accomplish tasks they themselves have not performed.*
 - *The requirement:*
 - *power of observation, guidance and encouragement.*
 - *As an outsider looking in:*
 - *see the bigger picture*
 - *offer direction and advice*



How is coaching different?

Counseling: resolve issues of the *past*, to operate more effectivity in the *present*

Coaching: assess the *present*, to operate more effectively in the *future*

Consulting: *short-term* engagement to solve a specific *problem*

Coaching: *medium to long-term* engagement, to focus on performance *enhancement*

Mentoring: An older more experienced person *provides advice and support* to a younger less experienced individual

Coaching: encompasses mentoring, with the added benefit of the coach taking initiative to provide the information and is on the scene *watching and guiding*.

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The Coach's Job

- Observe.
- Instruct.
- Inspire.



The Coach's Job: Observe

- The coach must be able to observe.
 - *Most difficult to be comfortable with: someone watching!*
- We are being observed all the time
 - *People are passing judgment on how well or poor we perform*
 - *Hand that activity to someone we trust,*
 - *observe and judge objectively*
 - *with the intent of helping us,*
 - *puts us more at ease.*
 - *we are being observed for improvement not criticism.*



The Coach's Job: Instruct

- Good coaches are teachers.
- A good coach will help you close the gap between your potential and performance.
 - *This may be presenting the harsh truth.*
 - *If you are looking for someone to say that you are doing a great job each time, do not seek a coach.*
- His job: to point out the challenges.
 - *Main focus: to help you improve*
 - *He must point out the weaknesses.*
 - *He will also applaud the worthy performance*



The Coach's Job: Inspire

- A good coach will be able to portray an image for you to aspire towards.
 - *He will point you in the direction of a successful future.*
 - *He will coach to your potential not your current level of performance.*
 - *He will see the potential in you, and inspire you accordingly*

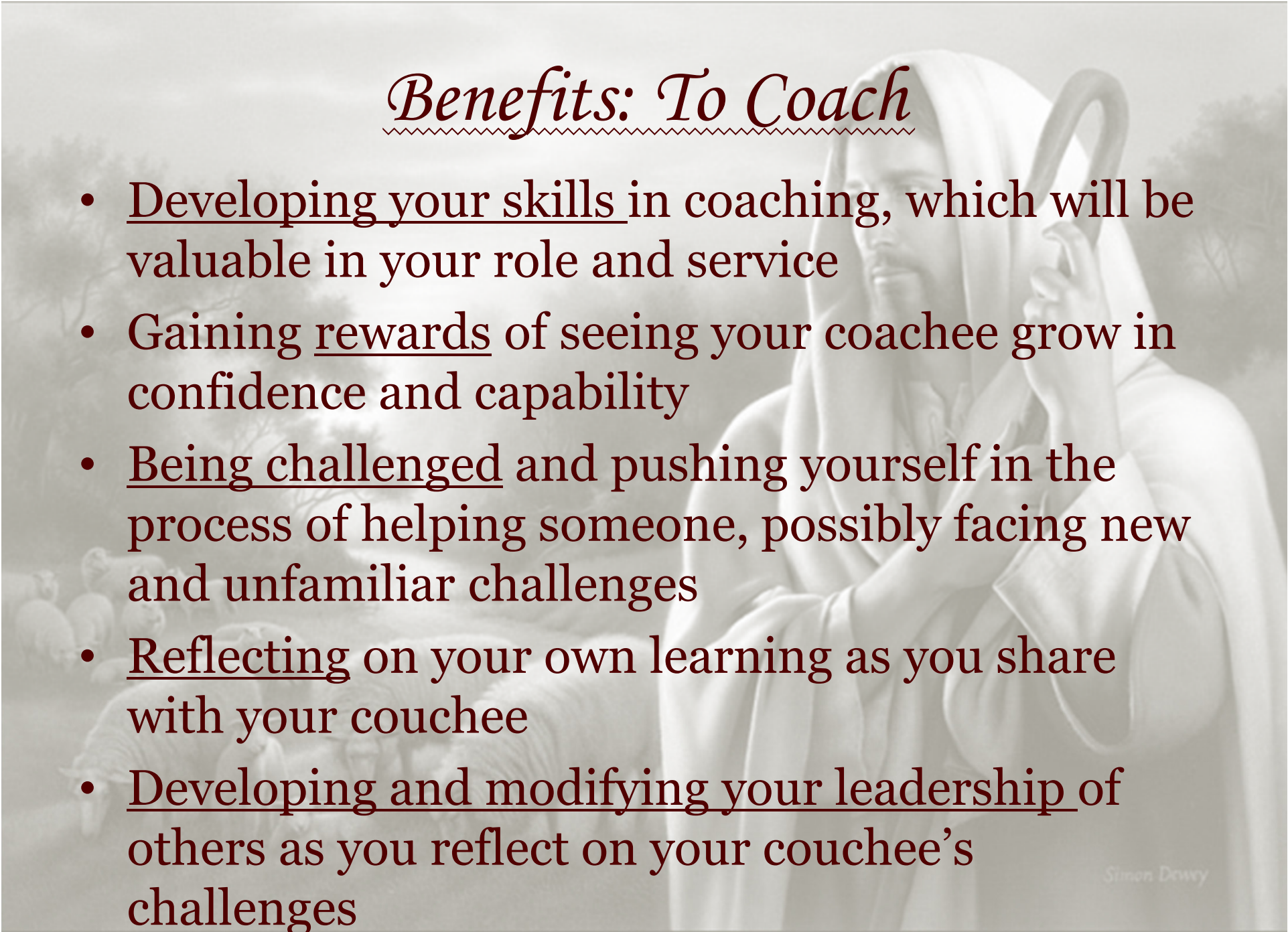
**A LEADER TAKES
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A GREAT LEADER TAKES
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ROSALYNN CARTER



Benefits: To Coachee

- Developing your knowledge, skills and capability
- Having a safe space to explore and grow in: service, character and spiritual formation
- Attaining the value of talking issues through with a more experienced leader
- Developing an on-going relationship with a coach who can help you throughout your journey
- Getting an independent view on your situation, your character and your culture
- Reducing stress levels & sense of isolation



Benefits: To Coach

- Developing your skills in coaching, which will be valuable in your role and service
- Gaining rewards of seeing your coachee grow in confidence and capability
- Being challenged and pushing yourself in the process of helping someone, possibly facing new and unfamiliar challenges
- Reflecting on your own learning as you share with your coachee
- Developing and modifying your leadership of others as you reflect on your coachee's challenges

Importance of Coaching

- You need someone to help you progress, to instruct you and encourage you.
- It is impossible to maximize your potential without a coach!
- A good coach will help you close the gap between your potential and performance!
- A coach will observe, instruct and inspire
- Road of coaching : Encouragement, Guidance, Representation, Delegation, Appointment.
- Coaching is different from counseling, consulting, and mentoring; it surpasses those models.