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COACHING & CONSULTING

What makes a good ending to a coaching conversation?

"You will have more confident endings to conversations when you have had more clearly defined beginnings… When you contract well and have been clear what you were doing today, in this conversation, insights and movement are more likely to have happened"

— Claire Pedrick, 'Simplifying Coaching'

"People don't really learn when you tell them something.
They don't even really learn when they do something.
They start learning, start creating new neural pathways, only when they have a chance to recall and reflect on what just happened."

— Michael Bungay Smith, 'The Coaching Habit'

Focusing on endings:

1	Count-down to the finish line… (and finish with a question: is this a good place to land?)	
2	A clear plan for next steps (What are you taking away? - they summarize the conversation.)	
3	Do next steps move them into their 'stretch zone'? Out of comfort, without pushing too far into stress?	
4	Testing the commitment (How confident are you that…?)	
5	Reflection on learning (What was most useful?)	

See the extract 'What's been most useful?' at www.withdiversity.com/librarylive

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Five things that help:

1. Count-down to the finish line
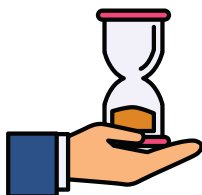
- Where do you want to get to in the **next 30 minutes**?
- What do you most want to achieve in the **next 20 minutes**?
- Which bit of that is most important to think about in the **next 10 minutes**?
- Is there anything else that's needed from the **last 5 minutes**?
- Does that seem like a good place to finish?

## 2. Funnel to the finish line
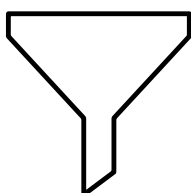
GET THE COACHEE TO SUMMARISE!
-What's stood out / been most memorable?
-What do you want to do with these new insights?
-Where do you need to focus your effort and attention?
-What's going to have the biggest impact or make the biggest difference?

3. Push into the 'stretch zone'

Will the action plan push you beyond your comfort zone, but not push you into your stress zone?

4. Test the commitment (see session eight))
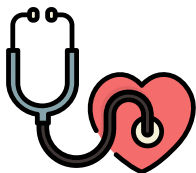
"Rate on a 1-10 scale the degree of certainty you have that you will carry out the actions agreed*

5. Reflect on learning

"What's been most useful?"

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