

Paul Hoyt's "Office Hours" Series



THE **Awakened** CEO System

Office Hours

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Welcome to Office Hours

- A relaxed, informal mentoring program
- Held every Monday at Noon Pacific Time
- All recordings, slides, and exercises are archived in our member's area
- All recordings are available on my YouTube channel:

www.YouTube.com/user/PaulHoyt

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The Reasons

- Being a successful small business owner can be a great experience!
- It's tough - you need Education, Training, Tools, and Team to be successful
- We want you to get to know us

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The Reasons

- First and most importantly, we want you to know that we care about you.
- We want you to succeed in every area of your life, whatever that means to you.
- We want you to find the **greatness**, the **happiness**, the **divinity** within yourself, and then remember it, embrace it, and live it every day.



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Our Passion

To increase the survival rate...

Accelerate the growth rate...

And reduce the struggle rate
of businesses in America

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Our Vision...

To help millions of CEOs and
Entrepreneurs accelerate their business
growth and enjoy greater harmony and
balance in their lives

Please Pass the Word!

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Office Hours Agenda

- In depth discussion of a business success principle
- Closing remarks, special offers, and invitation for next weeks session
- Open Q&A and coaching

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Join Us!

- The Awakened CEO Communities on both LinkedIn and Facebook
- Business Success Principle of the Day postings on both Facebook and LinkedIn
- Energy of the Day posting on Facebook

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During the Call...

- Make comments, ask questions, share insights and “takeaways”
- Goal: 20 comments and likes in Facebook group

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THE **Awakened** CEO
Conversation

- An Interactive Webinar, with special guest Pas Simpson, “The Happiness Engineer”
- Wednesday, August 26th, 6pm PST
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Today's Topic:

Coach Me!

The Coaching Profession Explained

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The Key Performance Areas



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The Key Performance Areas



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THE **Awakened** CEO
System



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The Awakened CEO System



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Agenda

- What is a Coach?
- The Value of Coaching
- Types of Coaches
- Consultants, Advisors, and Mentors
- The Challenge of Being a Coach
- Coaching Skills
- The Bottom Line

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What is a Coach?

- Used to be in athletics only - now they are everywhere
- The profession is rapidly evolving
- International Coach Federation formed 1995, now has 25,000 members
 - Provides certification, training to advance the coaching profession



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What is a Coach?

- 446 training programs accredited by the ICF, from \$97 to \$20,000
- Not regulated; some issues with therapists and counselors

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Therapists vs. Coaches

Therapy	Coaching
Deals with identifiable dysfunctions	Deals with healthy clients
Focused on past and trauma for healing	Focuses on present and future to optimize performance
Therapist has the answers	Client has the answers
Diagnosis, therapy, and healing	Challenges, alternatives, choices

- In California, to become a Licensed Professional Clinical Counselor requires a Masters Degree (60 hours) and 3,000 hours of supervised experience



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Signs Therapy is Best

- You spend lots of time in each coaching session venting about negative emotions and stressful situations in your life
- You tend to be rather emotionally brittle and easily set off
- You become defensive or overly sensitive to constructive criticism



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Signs Therapy is Best

- You have fears or phobias that seem extreme and resistant to change
- You believe you have depression, severe anxiety, or addiction issues
- You can't seem to make progress on your issues and keep coming back to the same themes that keep you stuck



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Having a Coach

- For many, having a Coach is a better choice than have a shrink, therapist, or counselor
- Coaching isn't about "fixing" something, coaching is for winners who want to take it to the next level
- "Personal growth isn't just about overcoming blocks and obstacles, it isn't just about dealing with the crap that's ties us down and holds us back...it's about learning to fly!"



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The Value of Coaching

- Encouragement
- Empowerment
- Increased performance
- Reduced stress
- The opportunity to be vulnerable
- Greater life satisfaction

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Types of Coaches

- Direct
- Indirect

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Direct Coaches

- Athletic coaches
- Run the practices, give instruction
- Provide training
- Call the plays
- Determine the team
- Give orders
- Get fired if the team doesn't win

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Indirect Coaches

- Ask great questions
- Explore possibilities
- Provide accountability
- Kick butt when necessary
- “Don’t give advice and don’t do stuff”

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Consultants

- Give advice
- Make recommendations
- Do stuff
(Have deliverables with engagements)
- Can have specific tasks to complete and outcomes to achieve

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Advisors and Mentors

- Give advice and make suggestions
- May provide instruction and skill development
- Generally don't do stuff
- Mentoring is generally longer term and has a greater focus on training and tutoring

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Coaching Specialties

- Personal
- Life
- Business
- Career
- Executive
- Relationship
- Health and Wellness
- Leadership
- Performance
- Spiritual
- Transformational
- Transpersonal
- Ontological

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The Coaches Mindset

- According to ICF: Coaches partner with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential, which is particularly important in today's uncertain and complex environment. Coaches honor the client as the expert in his or her life and work and believe every client is creative, resourceful and whole.



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The Coaches Mindset

- Standing on this foundation, the coach's responsibility is to:
 - Discover, clarify, and align with what the client wants to achieve
 - Encourage client self-discovery
 - Elicit client-generated solutions and strategies
 - Hold the client responsible and accountable



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The Challenge of Coaching

- Huge mindset shift, from “I know the answers, I’m calling the shots, and I’ll train you”, to
- “You know the answers, you make the decisions, and I’ll support you.”
- And “I believe in you. I’ll help you discover, develop, embrace, and own your greatness.”



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Coaching Skills

- Listening
- Being a very good observer
- Maintaining confidentiality
- Allowing and encouraging vulnerability
- Seeing the best in their clients
- Celebrating progress and success

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Coaching Virtues

- Humility
- Empathy
- Insight
- Integrity
- Honesty
- Detachment
- Compassion

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Great Coaching Questions

- How's that working for you?
- What's holding you back?
- What do you want to do?
- What do you see as your options?
- Why do you think you did that?
- What triggered you?

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Great Coaching Questions

- What did you choose to do instead?
- Is this a problem in other areas of your life?
- What's the first step you need to take to reach your goal?
- What are willing to commit to doing right now?



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The Bottom Line

- Get a coach and be a coach
- Step into your greatness and help others step into theirs
- If you have severe issues, work with a therapist or counselor

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Homework

- Talk to your friends and colleagues about their coaching experiences
- Talk to several coaches about how they work with their clients
- Sign up!

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Open Q & A and Coaching – in a minute

- Comments and questions on the topic of the day, then any other issues
- Tell me what your biggest “take-aways” are and what insights you gained from this presentation
- Tell me what you are going to focus on

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Our Support Services

Service	Teach You	Do It With You	Do it For You
Education	X		
Training	X		
Coaching	X		
Advising / Mentoring	X	X	
Consulting		X	X
Growth Management		X	X



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Next Office Hours: Aug 31th

- Topic is: Live Group Coaching
- Let me know what topics you would like for me to address: www.PaulsSurvey.com
- Do your homework!

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Open Q & A and Coaching

- Comments & questions on the topic of the day, then any other issues
- Contact Me at paul@paulhoyt.com
call or text: 415.997.8001
- www.SchedulePaul.com



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