

# Coaching for Change

## February 29, 2012

### Pre-work and Virtual Learning Session Information

In preparation for the virtual learning session, we have several pre-work assignments that will guide you in maximizing your learning experience.

1. Identify an area of change that is important to you and that you would like to personally focus on during the session -- Consider a change for yourself that you want, makes a difference for you, is possible, and is fully within your influence/control.
2. Select one skill from the following list of coaching skills that you want to pay attention to during the 2-hour learning session. These are coaching skills that will be demonstrated during the session.
  - Design the coaching relationship
  - Support the client to set the agenda
  - Use open-ended questions
  - Use a change model
  - Use metaphors
  - Listen deeply
  - Design practices to support change
  - Use commitment and accountability structures
3. Download and read the attached article by session Co-Leader Sheridan Gates, "Creating Possibilities and Pathways: Coaching Leaders through Change," [Practicing Social Change, Issue 3....](#) prior to the session. [Download Article](#)
4. We have designed the session for active participation. All audio will be streamed you're your computer (there will be no conference call option). If you would like to participate via voice over internet (VOIP) audio, we are offering technology and testing prior to the Session.

We will be using Adobe Acrobat Connect Pro Meeting for this Virtual Learning session. If you would like an opportunity for voice communication with the co-leaders and others during the session, **use a USB microphone headset and test it out before the session.**

**ULiveandLearn.com, will hold Audio Training sessions on:**

- Thursday February 9, 2012 at 11:00am eastern
  - Friday February 17, 2012 at 11:00am eastern
  - Wednesday February 29, 2012 - 10:00am eastern
-

- Please contact Denise Easton [deaston@uliveandlearn.com](mailto:deaston@uliveandlearn.com) if you cannot attend these training sessions but want to test audio.

## **Overview of the audio process for Coaching for Change**

To access the virtual meeting space, please click <http://breeze.uliveandlearn.com/ntl>

You will use the **Guest** login, no password is required for access. In the guest field, please enter the name you wish displayed during the session.

**If you want to be able to use audio during the virtual learning session, please have your microphone headset plugged in before you enter the Adobe Acrobat Connect Pro Meeting room.**

All live audio participants **must have a USB microphone headset**, which can be used on either a desktop computer or laptop. **Suggested USB connected microphone - Logitech® USB**

We require a USB Headset microphone because internal PC or laptop microphones are inadequate; the streaming audio will "cut out" leading to increased audio latency. If you do not use the correct equipment, we cannot guarantee adequate audio.

### **Best Practices for audio**

1. Directly connect to the fastest internet connection available. DO NOT USE a docking station if you are on a laptop.
2. No wireless if at all possible
3. Shut down Email/IM and any programs NOT being used for the presentation.
4. Shut down any VPNs and directly connect to the internet.
5. Have programs that you are screen-sharing open to the appropriate window and ready to demonstrate - avoid launching and logging into programs while screen sharing.
6. Turn off computer "sleep" especially if a re-log in is required.

## **5. The session co-leaders are Sheridan Gates and Michael Brazzel:**

### **SHERIDAN GATES, M ED, NCC**

Sheridan is a coach to leaders and teams as they build capabilities and pathways that align values with outcomes. She helps individuals and organizations become more effective and able to produce the results they desire. She is a trainer to leaders and teams committed to accelerating the pace and depth of personal and professional development.

As principal of Purpose At Work, Sheridan offers coaching and consulting to leaders and teams. Sheridan is exceptional at creating processes, structures and practices that support her clients to express authenticity and integrity in their work and life.

Sheridan offers coaching in:

---

- Leading with authenticity and presence
- Purpose-oriented career management and renewal
- Accessing one's personal power to deepen learning and capacity for action
- Energy management
- Building connections and relationships

Sheridan supports clients through strengths-based approaches to assessing, building and implementing sustained learning and change. Sheridan's clients include leaders, managers and employees in Fortune 500 companies, federal government agencies and nonprofit organizations.

Sheridan is a certified coach through Newfield Network and the School for Embodied Leadership. She holds an MA in Education and Human development with a specialization in Organizational Behavior from George Washington University, and a BA in Economics and Business from DePauw University. She is a Core Individuation practitioner and a member of the NTL Institute for Applied Behavioral Science and International Coach Federation. She has served as faculty and coach for the NTL Institute. Sheridan can be reached at [sgates@ntl.org](mailto:sgates@ntl.org) or 202-253-3523. Her website is [www.purposeatwork.com](http://www.purposeatwork.com)

## **MICHAEL BRAZZEL, Ph.D., CPCC, ACC**

As The Leadership and Diversity Coach™, I bring deep experience and expertise to executive leadership, personal and organization change, diversity and inclusion leadership, facilitation, and individual, group, and organization coaching and consulting. Leadership and diversity coaching provides: loving, joyful, intimate, connected, and productive relationships within and across race and ethnicity, gender, nationality, age, and other cultural differences. I am a whole-being coach who coaches from a perspective of diversity, equality, and inclusion. Everything about you as client is part of our coaching relationship – who you are and who you are becoming. Your social, cultural, spiritual, and physical identity and being. Your life experience and history. Your relationship with nature and the Earth. I am a certified professional and executive coach through the Coaches Training Institute and International Coach Federation. I can be contacted at [mbrazzel@ntl.org](mailto:mbrazzel@ntl.org) and 410-995-0247. My website is [www.wholebeingcoach.com](http://www.wholebeingcoach.com)

---