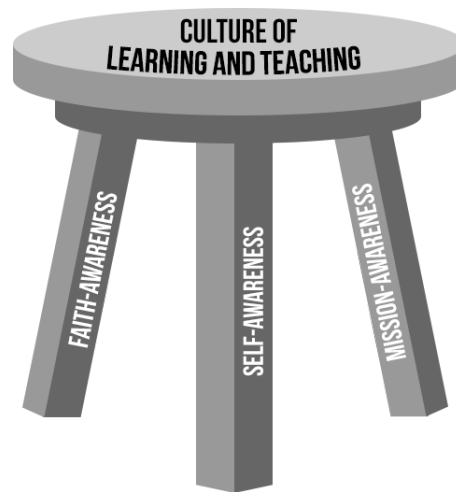


Developmental Coaching Guide



FAITH-AWARENESS
Spiritual Encouragement
Spiritual Direction
Spiritual Growth

SELF-AWARENESS
Who Am I?
Where is My Place?
How Do I Serve, Lead,
and Learn?

MISSION-AWARENESS
What is This Organization?
How Can I Excel?

16 Ways to Learn and Develop Once You Have Your Learning GOALS

- 1. Increased responsibility in current job
- 2. Special projects
- 3. Serve on or lead task force
- 4. Teach/Coach others
- 5. Interview experts
- 6. Get a mentor
- 7. Attend conferences or meetings
- 8. Complete a feedback profile
- 9. Develop a training manual
- 10. Implement a change in policy
- 11. Conduct reorganization of an area
- 12. Lead meetings
- 13. Give presentations
- 14. Facilitate conflict resolution
- 15. Coursework—formal and informal training, internal and external, online
- 16. Self-development—books, tapes, CD, Podcast (then write a report and present)

Successful learning & development action plans need to have the following aspects:

1. Limited focus with no more than 3 goals
2. A variety of activities for development
3. Clear statement of the skill and/or knowledge to be developed
4. Resources are made available
5. Specific time frames

3 Methods to Support Your Success

1. **Monitor** – Keep records and report (Journal)
2. **Make a Commitment to Someone**
3. **Modify Your Environment** – Schedule to support you success

