



Sharing stuff that lights me up



#7

Welcome to my seventh 'sharing'

Hello again to those of you who signed up a while ago, and welcome to any new faces with whom this is their first sharing. As you might gather from the title, this is just stuff that I love, find inspiring, and want to share with you, if you'd like me to.

The idea is that I share stuff monthly, or thereabouts, and I'm on track this month!

So here goes, some more stuff that lights me up...

Starting with a quote...

"If you have good thoughts, they shine out of your face like sun beams and you will always look lovely."

Roald Dahl - this wonderful writer and poet is unlikely to need any introduction and was certainly part of my childhood. An extraordinary man and story teller who created and brought to life so many characters. This quote came from his book 'The Twits'.

What I love about this quote is it's connection between our mind and our body. In coaching we talk a lot about our thoughts and feelings, and how they show up in our behaviours. This quote captures this perfectly in Dahl's beautiful words ✨

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Shine a light on....

This is where I get to share some of those podcasts that I really love. Podcasts are not only my inspiration for so much of my work and what I do, but there's an abundance of learning to be had in each and every one of them.

This month's share is all about inspiration. As I said, podcasts inspire me in many ways - here are just a few that have inspired me along my journey to becoming a coach.

So, on to the podcasts.

Coaches drinking coffee on zoom with Alex Pascal, chatting with Michael Bungay Stanier

I have chosen this podcast episode because of MBS - otherwise known as Michael Bungay Stanier. He was the first coach that I really got to know. Unfortunately, not in person, but through his work and his books. And was the catalyst for my inspiration for all things coaching!

In this chat with Alex, MBS shares so many things that resonate with me. The Advice Monster, for starters! Yes, we all have one, or two - I know I have. This has definitely been a big learning curve for me transitioning from the HR profession where we are considered the experts and our role is to advise, to coaching, where we listen, we observe, we support, we challenge, we offer perspectives - that Advice Monster is kept firmly under wraps!

The other bit that really resonates in this episode is the need to feel we are 'adding value' as coaches. I know from talking with fellow coaches, this is something that we think about a lot. It takes courage to be confident knowing that just by giving someone that time, that space, that listening ear - there is no greater value to be had.

Here's the [link](#) to the episode

Seize the Day - Natalie Miller Snell with guess who? Michael Bungay Stanier

Why more MBS you might ask? Well, I have the privilege of knowing Natalie, and belonging to the same coaching group as her and when I heard she had been able to 'Seize the Day' with the fabulous MBS, it made the impossible feel possible. Here was another coach, like me, having a conversation with the man himself!

As always, the conversation is full of stories, ideas, tips, and laughter. You are going to notice a theme sneaking in here as I overload you with MBS and his work.

Here's the [link](#) to the episode.

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Shiny object, or more specifically, a book!

Who doesn't love a shiny object? I think we all have a 'thing' that we just can't get enough of, that we just can't resist even when we don't need any more of them. For me, it's books and stationery! So rather than share my next favourite note-pad, pen or post-it note, I thought I'd share a favourite book or two of mine.

I'm not necessarily talking about a best seller here, or the newest book on the block, these are my own favourite reads and why. I think you might guess what this book share will be!

Michael Bungay Stanier - The Coaching Habit

I told you there was a bit of a theme going on! Well, for those of you who haven't dipped your toe into coaching yet, or perhaps just haven't come across this book, I would certainly recommend it. And if you have got it on your bookshelf, dust it off and have another read! That's what I was inspired to do after listening to MBS chatting to Alex Pascal.

As I mentioned earlier, MBS was my first 'taste' of coaching. I was part of an Exec Team in one of my HR roles and the CEO wanted to introduce a coaching culture into our organisation so brought in a couple of coaches to work with us as an Exec Team, as well as on a 121 basis. It was using the questions from Michael's book, The Coaching Habit, as a framework, that I practiced some of my very first coaching conversations.

Curious about what those questions are? Here you are...

1. The Kickstart Question - "What's on your mind?"
2. The AWE Question - "And what else?"
3. The Focus Question - "What's the real challenge here for you?"
4. The Foundation Question - "What do you want?"
5. The Lazy Question - "How can I help?"
6. The Strategic Question - "If you're saying yes to this, what are you saying no to?"
7. The Learning Question - "What was most useful for you?"

Can you see how just asking these 7 questions can form such a powerful coaching conversation? It is all about holding that space and letting the person find the answers.

MBS has written a number of other books, including How to Begin, which is another one taking pride of place on my overflowing bookshelf. And for those of you who have read How to Begin, and either come to one of my Coaching to Shine workshops or downloaded my Coaching to Shine app, you might recall his 'worthy goals' featuring in these!

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Coaching tip...

So this is where I have been known to share a helpful tip or two that either I or my clients have found useful. And following on with my MBS theme, remember question 2 from The Coaching Habit?

“And what else?”

If you hadn't noticed, the AWE question is basically called this because of the first 3 letters of each word - A W E. Clever, eh? So what's the tip? Keep asking it. If you are talking with your client, your colleague, your partner, your child and they are sharing something, getting something off their chest - keep asking, "And what else?" Why repeat it? Well, the chances are that they have more to say. More to find out. More to share. The first thing that comes out of our mouths is rarely the right answer or the complete answer.

My online HR Group Supervision Programmes

For those of you in the HR world, this may be of some interest to you. After successfully piloting a free HR Group Supervision programme for HR people last autumn, I am now delivering a series of online HR Group Supervision programmes.

The feedback from the pilot group was amazing, check out Emma's short video testimonial [here](#). I now have three programmes running that started in January and March, and I am going to be offering a further starting on 19 April 2023.

If you would like to find out more about my HR Group Supervision, I am holding an Info Session on Wednesday, 22 March at 1:00pm for 45 minutes. Come along & find out if it's something that you would benefit from too.

Here's the [link](#) to sign up.

My Coaching to Shine workshop

It's back by popular demand! Who am I kidding?! It's back because I love doing it! This will be my 7th workshop and most recently I shared it with the South East Coaching Group (no pressure!) and had some amazing feedback and they all downloaded my Coaching to Shine app too! And it's not just for coaches; it's for everyone, my coaching is all about making coaching accessible for everyone.

So, the date for your diary is **Tuesday, 25 April 2023 at 12:30pm**. The workshop itself will last for about an hour and following feedback and the success of the last one, I have set aside 1.5 hours for the event so that people can stay behind and chat all things coaching and SHINE, and get to know each other.

Here's the [link](#) to sign up - places are limited so be quick!

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My Coaching to Shine APP

Did I ever tell you that the inspiration for my Coaching to SHINE app came from a podcast too? Not MBS I hasten to add, but from the Coaches Drinking Coffee on Zoom podcast series which I mentioned earlier. This inspirational episode was when Alex Pascal was chatting with Rebecca Heiss, an American author, keynote speaker, founder & CEO of Icueity, a continuous 360 review app that provides users with ongoing feedback and challenges them to grow in self-awareness.

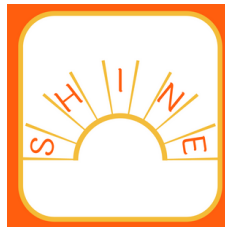
It just goes to show, that if you want to be inspired, you can find it everywhere!

So if you haven't yet downloaded my Coaching to Shine app, I'd love you to do so. It's a versatile, coach-yourself app that takes you through my SHINE coaching model with a selection of short videos, focus, and coaching questions.

And, I'm on hand in the chat box if you have a question or get a bit stuck as you are going through it. It's just £4.99 to download. No subscription, just a one-off download payment, and yours to keep forever, a pocket-sized version of me and my Coaching to Shine model!

Here are the links and look out for the icon shown below.

The [App Store](#) & [Google Play](#).



One-to-one coaching

And of course, my 'day job' is as a coach! So, if you are curious about coaching and whether it's something that you think might benefit you, I currently have availability for 1-2-1 coaching sessions. How much coaching you want is entirely up to you. It could be anything from a couple of hours to kickstart a new goal or coaching over a longer term as part of your own development plan. Here's a link to my [website](#) on all the different ways to spend time and work with me, which gives you an idea of the sort of coaching packages & prices that I offer.

And finally, why not book some time to chat...

I love connecting with people so if you'd like to feedback on my 'sharing of stuff', or perhaps want to explore working with me as a coach, or just want to get to know me better, why not book in some time to chat – here's the [link](#) to my calendar. If you aren't already, it would be great to connect on LinkedIn, it's the social platform where I hang out most!

Bye for now, see you next time, whenever that might be. Keep shining ✨

Sally