



# **4 Reasons Why Everybody Needs a Coach:**

New Year's Resolutions & Getting a Coach in the New Year

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# Check in

1. Name
2. Institution
3. A New Year's Resolution or Hope

NEW YEAR'S = Special Time of Reflection

31 December 2010





**ThreeJoy** = Consulting, Coaching, & Training

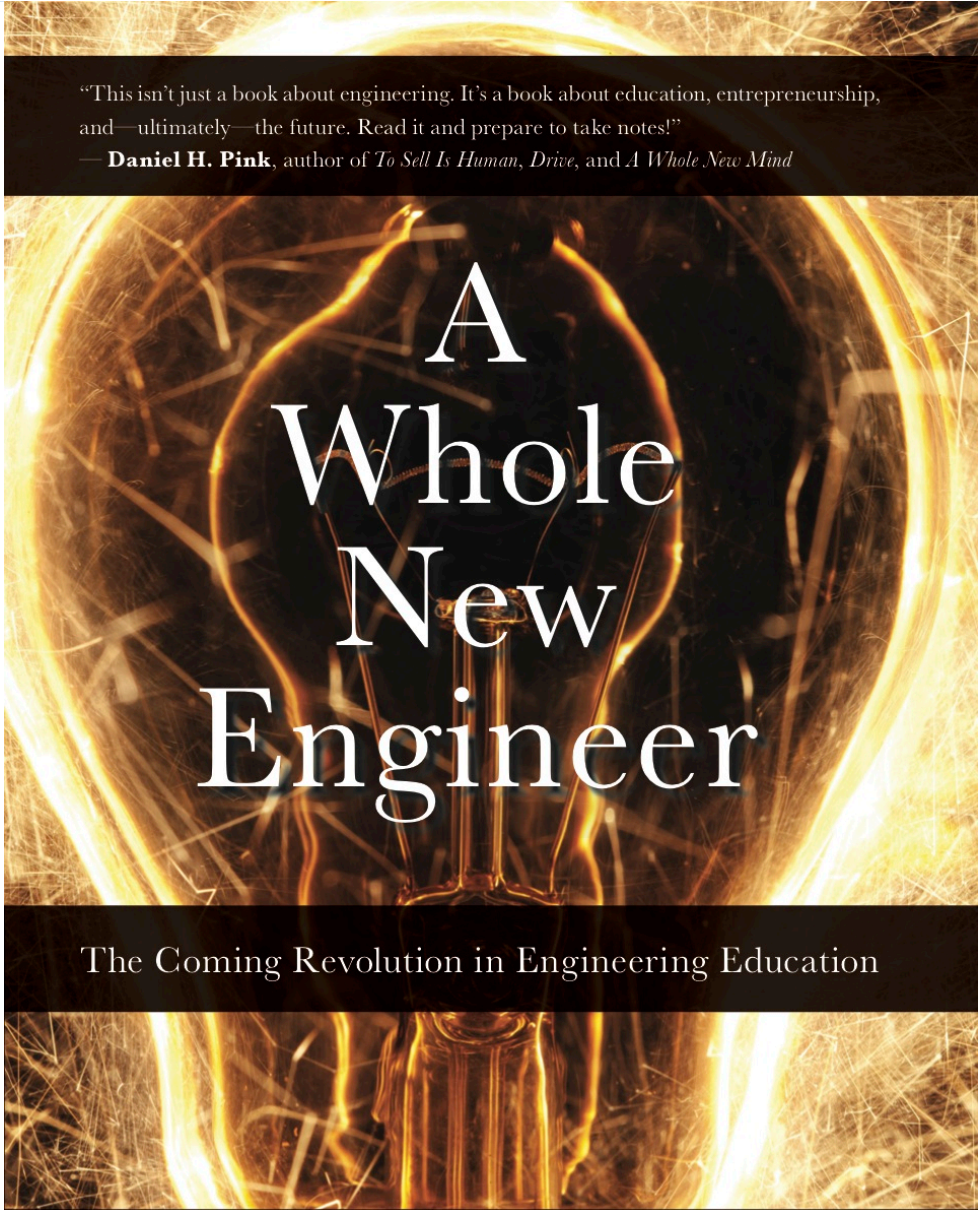
**3 Joys** = Engineering, Learning & Community

**October 2014**

[www.wholenewengineer.org](http://www.wholenewengineer.org)

"This isn't just a book about engineering. It's a book about education, entrepreneurship, and—ultimately—the future. Read it and prepare to take notes!"

— **Daniel H. Pink**, author of *To Sell Is Human*, *Drive*, and *A Whole New Mind*



# A Whole New Engineer

The Coming Revolution in Engineering Education

DAVID E. GOLDBERG  
and MARK SOMERVILLE  
with Catherine Whitney



**Surprising  
journey**



Georgetown Leadership  
Coaching Certificate



“EVERYONE NEEDS A COACH”



Google

**What is coaching?**

**Coaching is not..**



Advice given by a  
smarty pants  
know-it-all

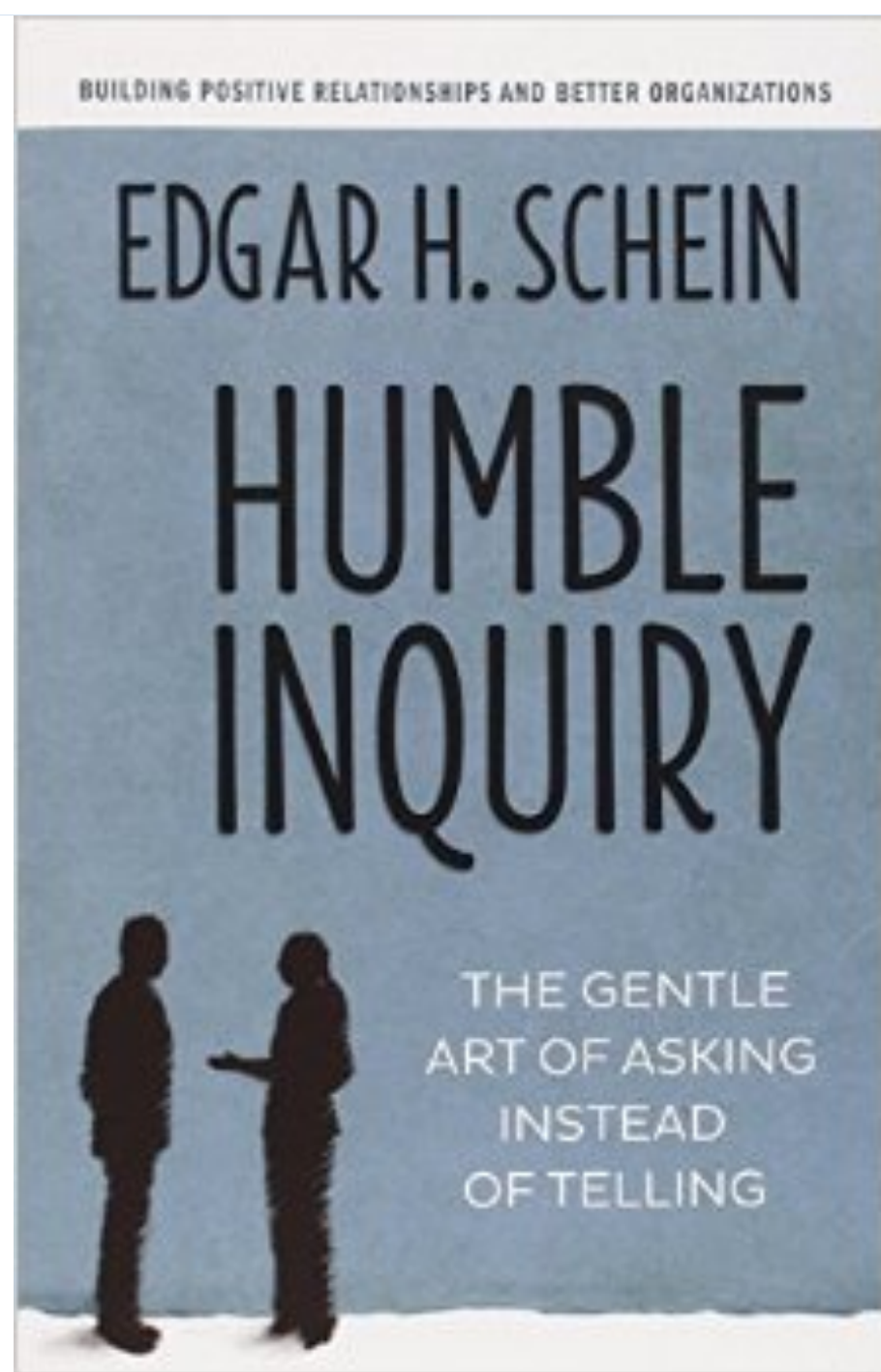




**One-size-fits-all career consulting or script**

**Coaching ...**

**...is humble co-inquiry**





I am naturally creative,  
resourceful and whole.

**...assumes you are resourceful, creative & whole.**





**... is a powerful force for growth & change.**

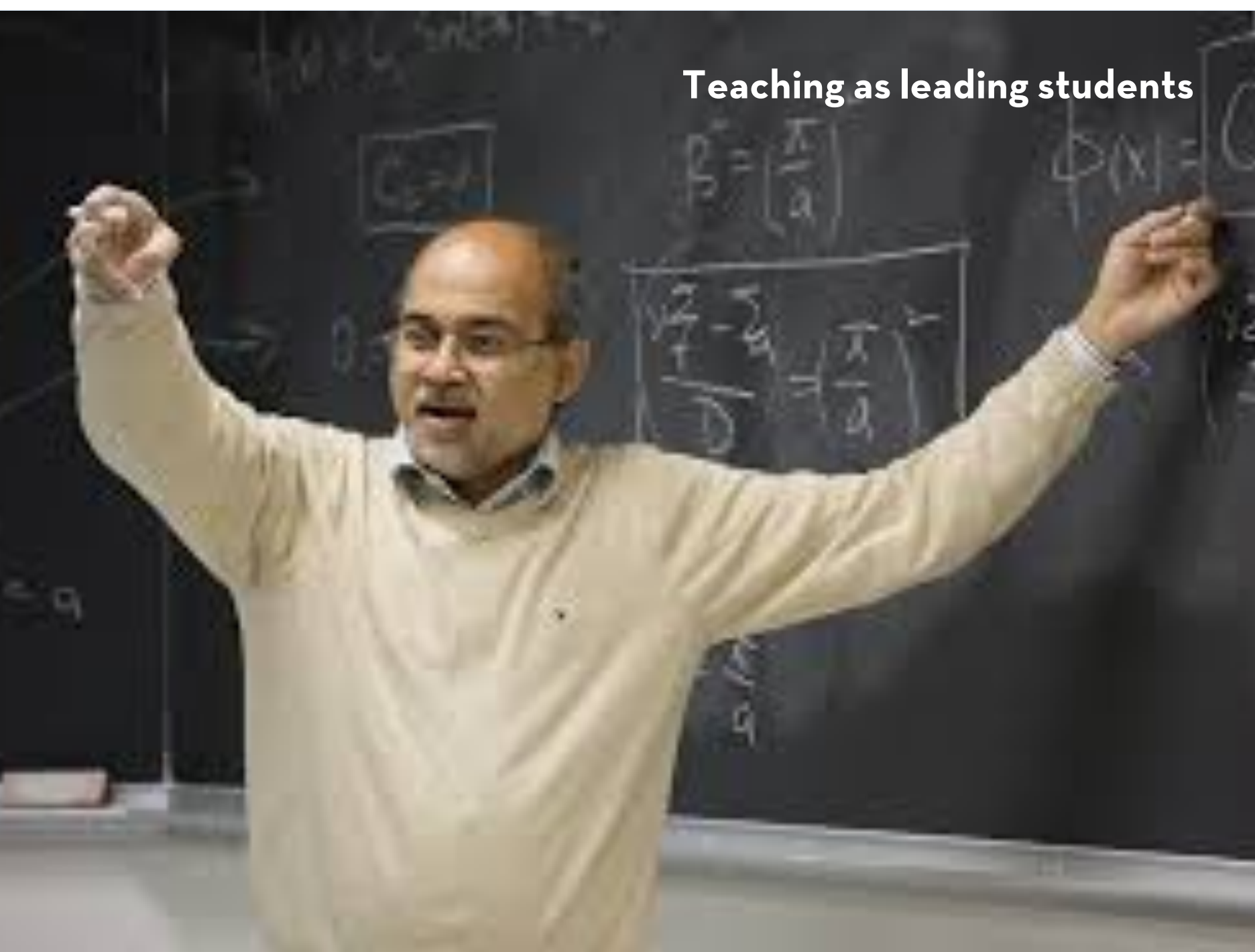
# **4 Reasons Everybody Needs a Coach**

**Reasons are academic:** Can be generalized to others.



**Reason #1:** Academic life = Leadership

## Teaching as leading students



**Research as leading thoughts**





**Service as leading others.**







**Administration as leading institutions**

**Reason #1:** Academic life = Leadership

**Reason #2:** Academic life can be solitary affair

...and conventional wisdom





...is often more conventional than wise.

.

1989



# GENETIC ALGORITHMS

*in Search,  
Optimization &  
Machine Learning*

DAVID E. GOLDBERG

**Reason #2:** Academic life can be solitary affair

**Reason #3:** Academic life is DIY

**Some assembly required...**





Instructions  
not INCLUDED

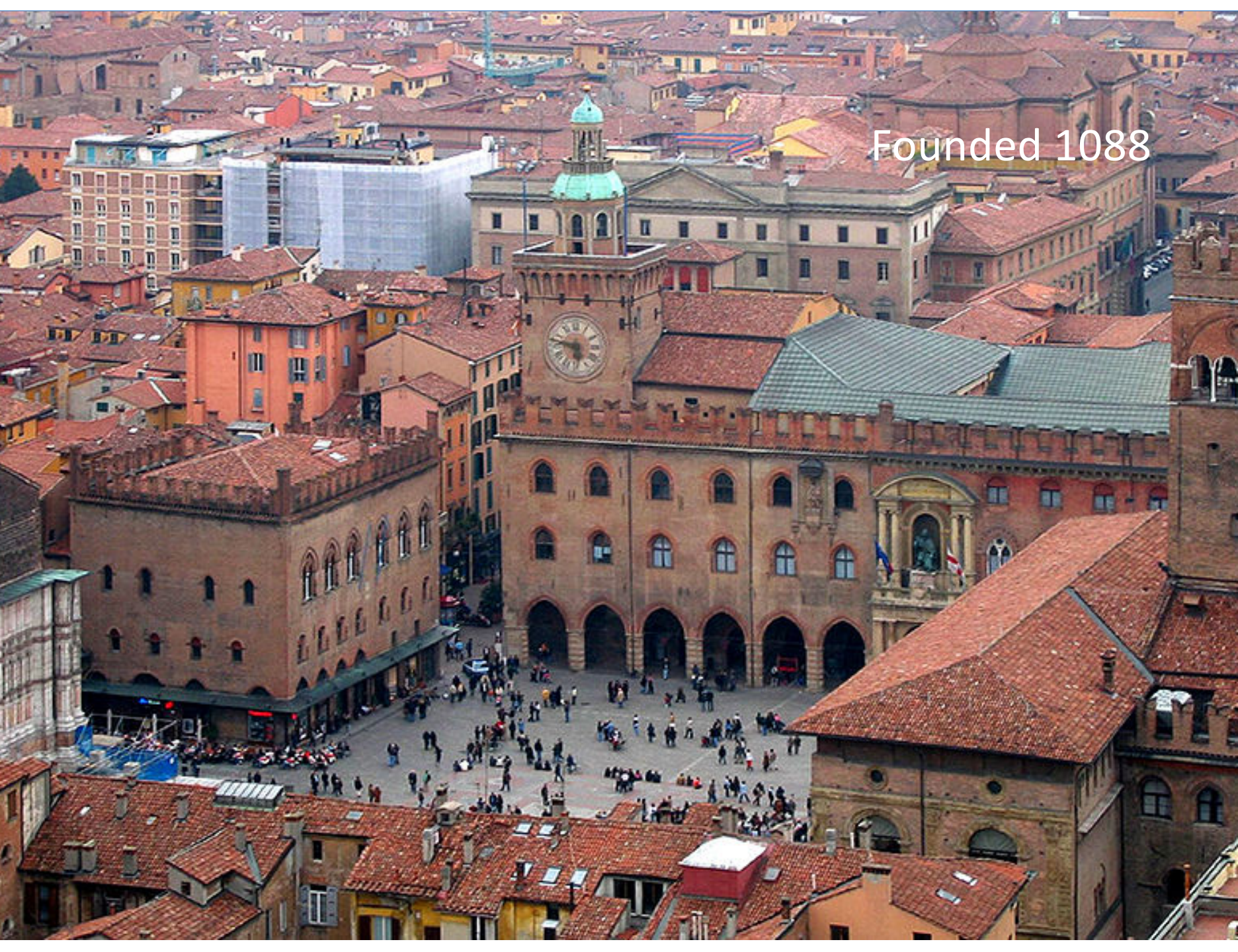


**Reason #3:** Academic life is DIY

**Reason #4:** Academic life is changing



Founded 1088



**University as an assembly of experts**



**Returns to expertise diminished.**



**"I know"**

**"I trust"**

**Reason #4:** Academic life is changing



# **4 Reasons Everybody Needs a Coach**

## **How can coaching help?**

- Coaching starts where you are.
- Coaching helps clarify vision & success.
- Coaching identifies obstacles.
- Coaching builds key shift skills.
- Helps you rewrite your life story.

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**Observation 1:** We have an incomplete understanding of the epistemology of professional practice.

# Practitioner's way of knowing as ..

1. Technical rationality
2. Conversation-in-action

# *The Reflective Practitioner*

*How Professionals Think in Action*

*Donald A. Schon*

# Practitioner's way of knowing as ..

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2. Conversation-in-action

**Dominates**

# *The Reflective Practitioner*

*How Professionals Think in Action*

*Donald A. Schon*

## Practitioner's way of knowing as ..

1. Technical rationality
2. Conversation-in-action

**Denigrated:  
“Soft skills”**

# *The Reflective Practitioner*

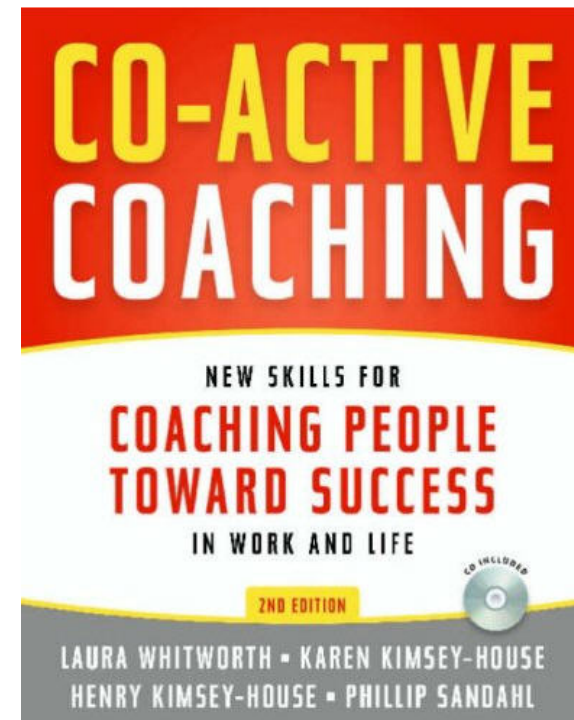
*How Professionals  
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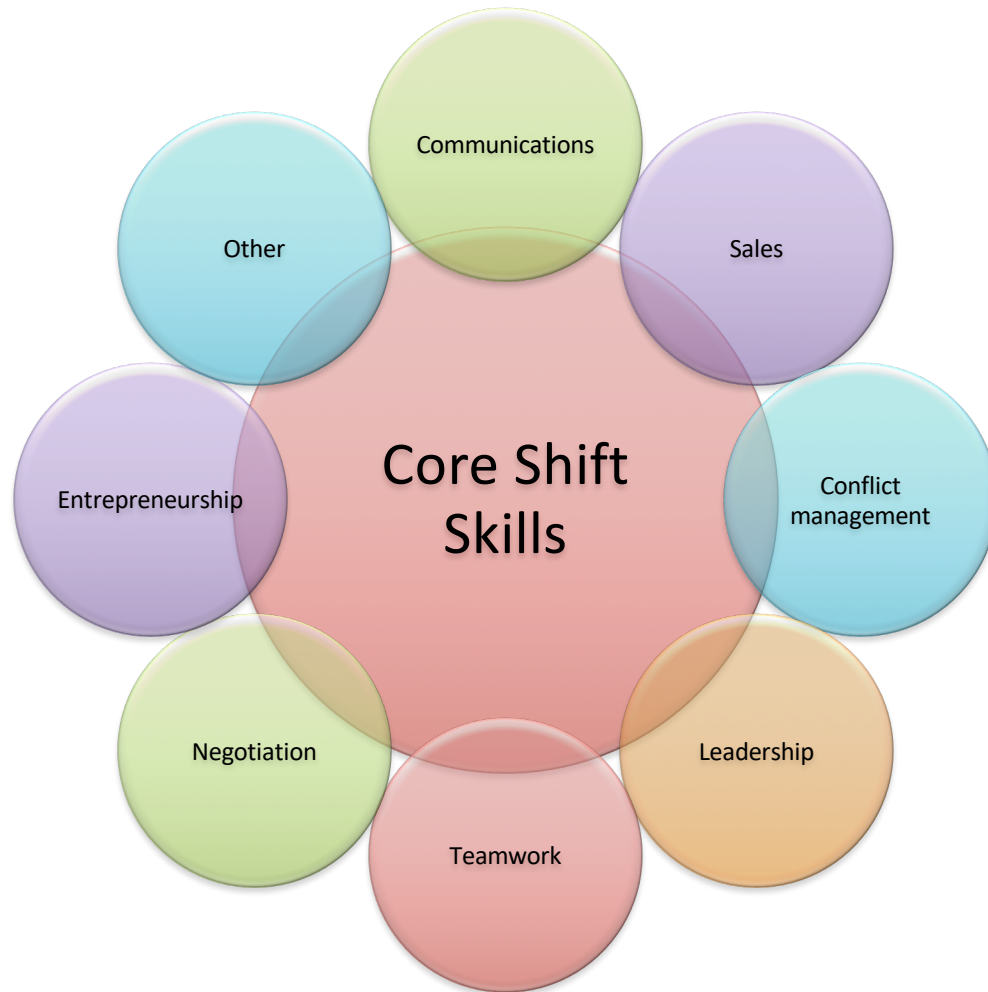


**Observation 2:** The predominant mode of professional knowing is not taught.

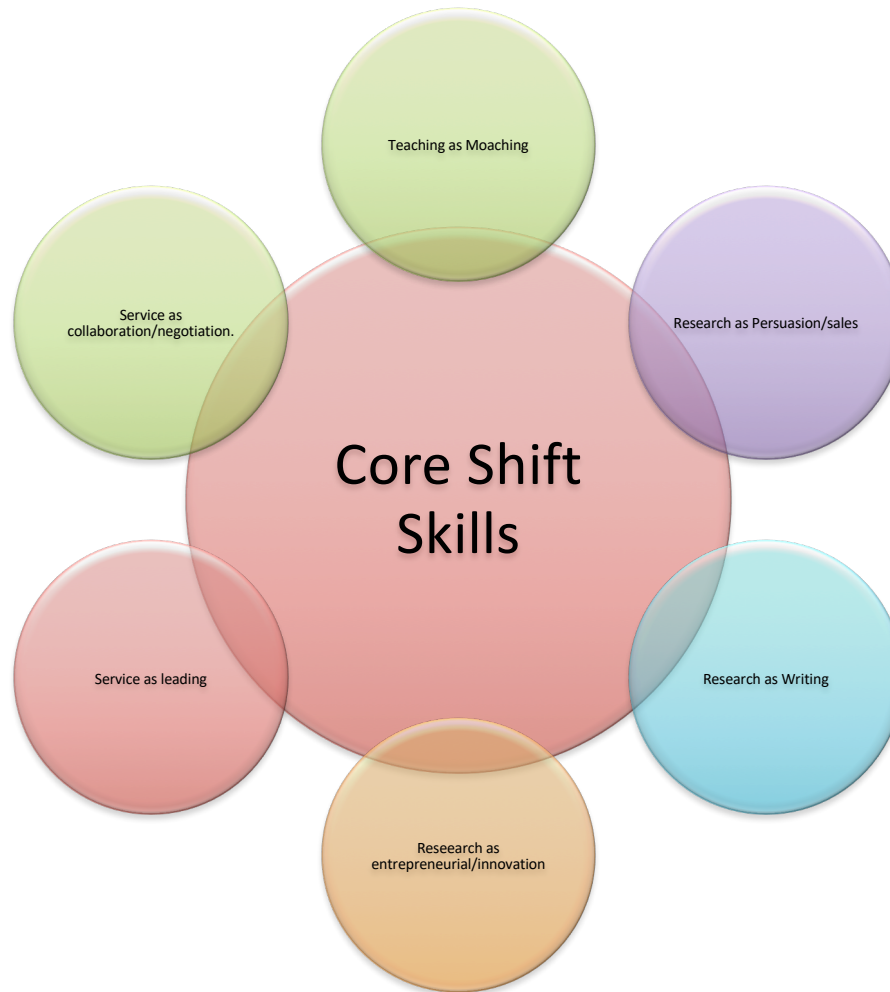
**Observation 3:** The best underpinning of conversation-in-action skill is in practice of executive coaching.



# Conversation-in-Action (“Shift”) Skills



# CIA Applied to Faculty Development



## **How can coaching help?**

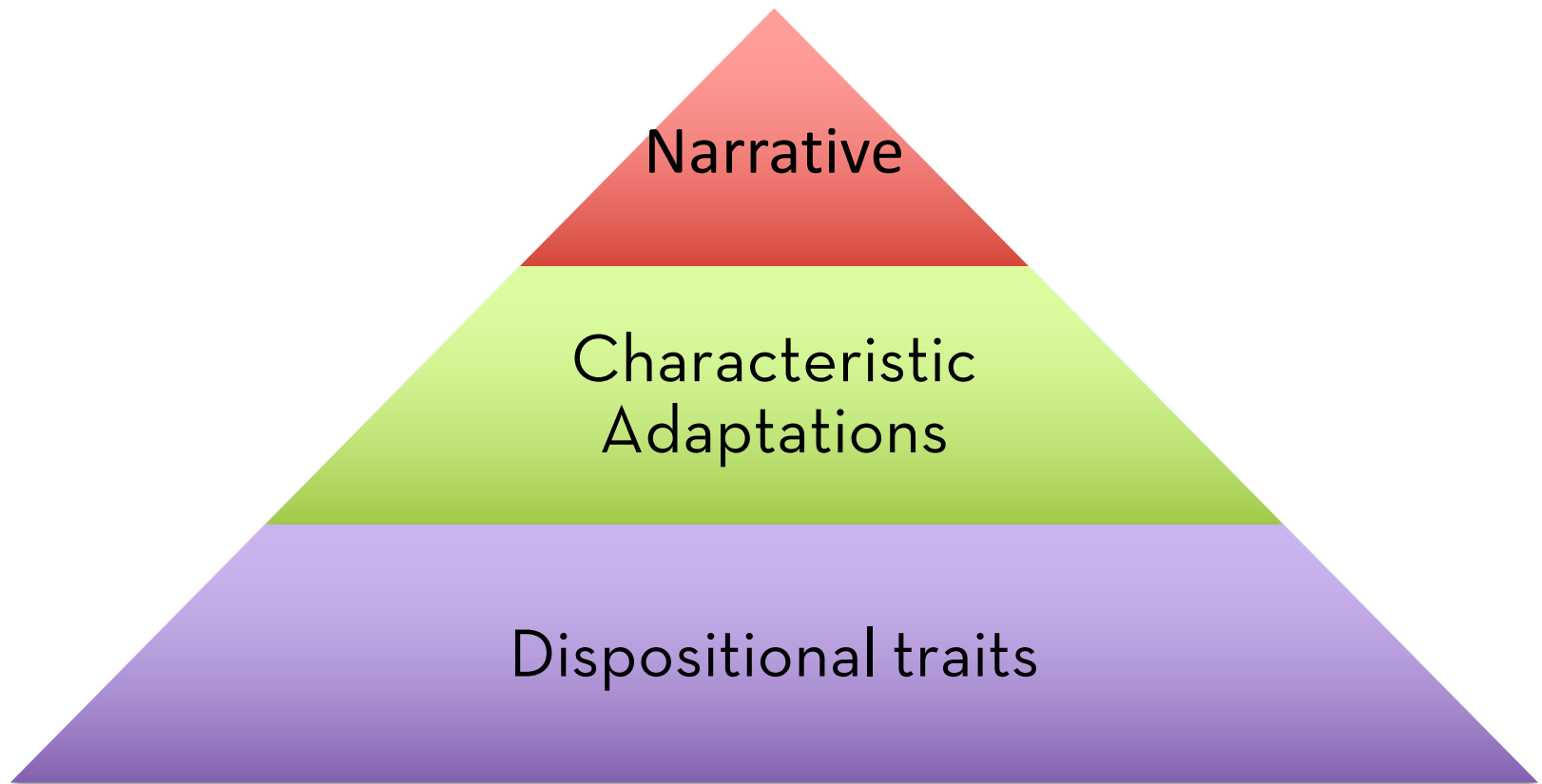
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# The Pyramid of Personality



# **Story of Client Y**

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**Reflect on Key Takeaway**

## **Case:** The Nervous Associate Professor

- Successful female engineering faculty member got to tenure.
- Nervous about promotion to full.
- Research funding & publication non-traditional.
- Started and leading a service center.
- Getting conflicting advice. Switch research, abandon center and other things she loved
- Worked through it. She held the course.
- Did it her way. Got promoted.
- Returning for mapping post-promotion career.

**[www.threejoy.com/testimonials](http://www.threejoy.com/testimonials)**

**How to find a coach?**

**[www.CoachFederation.org](http://www.CoachFederation.org)**

# Typical Challenges/Opportunities

- From publish-or-perish to publish-&-flourish.
- Successful jumping through tenure-promo hoops.
- Post-tenure-denial blues.
- Increased lab/research productivity.
- Movin' on up (faculty→head→dean→provost→prez)
- Changing schools or careers.
- Starting a business or consulting career.
- Transitioning to a meaningful retirement.
- Other life transitions or ????

**Your challenge/opportunity is unique. Start working it today!**

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