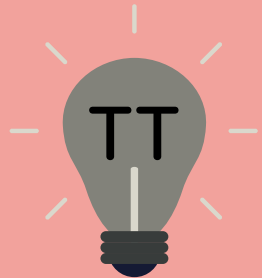


# THE COACHING CAST™



## TOP TIPS

### S2

A collection of all of our top tips shared to help you better navigate and be successful in today's hybrid working world



## Episode 1: Vulnerability

Build your vulnerability to strengthen and grow effective relationships

1. Add the phrase **'I don't know, what do you think?'** into your vocabulary to use in conversation with your team and peers
2. **Admit your mistakes** and share what you've learnt
3. **Acknowledge and share** how you're feeling
4. **Respond sensitively** to others when they are being vulnerable; say thank you and repeat often

## Episode 2: Growth Mindset

A growth mindset supports learning & enables success

1. **Utilise the simple word 'yet'** 'I'm not an expert...yet'. Everyone was a novice once! It's ok!
2. **Identify fixed mindset triggers** for yourself and others to help you manage these more effectively
3. **Ask individuals what mistakes they have made** and what they have **learnt** from them
4. Actively **identify opportunities to get into the learning zone** and practice a growth mindset

## Episode 3: Transitions

EMCC Coach of the Year 2020 Joanne Wheatley shares her transition tips

1. **Acknowledge your transition**
  - a. What are you saying goodbye to?
  - b. What are you moving towards?
2. **Talk about your transition objectively** to a person who you can **trust**
3. **Celebrate** your transition!
4. Clearly **detail the steps** required to either move away successfully or successfully move towards

## Episode 4: Leadership Tips from a CEO

Richard Duff shares his leadership tips

1. Learn to **trust yourself**, to trust others and to build confidence
2. The **fear of something is always worse than the reality** so just go for it!
3. **Embrace failure**. Take risks, fail fast, learn quickly and you will progress faster!

## Episode for 5: Growing Talent

### For High Performers:

1. **Give them a challenge** which connects to their development area (identify what that is!). Provide autonomy, ownership, and push into learning zone
2. Map out a proactive **succession plan**

### For Low Performers:

1. Informal intervention is the first step - **seek to understand what's going on**
2. **Don't take it personally!** Take a deep breath, remain objective and focus on the facts

## Episode 8: Building a Coaching Culture

Martyn Oakey shares his experience of building a successful coaching culture

1. **Be clear about what coaching is and isn't** and ensure all are aligned and committed to making it work
2. View coaching as a means to **improve business outcomes**
3. **Commit to trying to coach** in everyday interactions
4. Listen, support, challenge, and **listen some more**

## Episode 6: Authenticity

Learn from authentic entrepreneur  
Zuby

1. Keep in mind **why you're doing this** - use your why as an anchor and a motivator
2. **Have principles** - what you will and won't compromise
3. **Be honest and be human** - speak to people, listen, and empathise to connect with them

## Episode 9: Wellbeing & Mental Health

From the inspiring Rob Stephenson,  
founder of FormScore

1. Create the space daily to check in on yourself - **'How am I today?'**
2. Use the answer to this question to **identify the drivers behind how you're feeling** - be curious and take steps to make the necessary changes to improve
3. **Connect with others** and ask them how they're doing - twice! - and listen to the answer

## Episode 7: Feedback

1. Focus on framing upfront - **set a clear agenda** focused on using this interaction as an opportunity for learning, growth, and to be even better
2. **Don't save it all up!** Be regular and consistent in all conversations
3. Present clear evidence with **specific, detailed, examples**. Don't be vague or emotional
4. **Explore the feedback together** and give the individual the chance to respond

## Episode 10: Redundancy

Learnings shared by Robin Terry who  
was made redundant at 60

1. Redundancy is **NOT the end** - try and view it as an opportunity for change and new beginnings
2. Use the time and space to **consider what you really want**
3. Don't be a victim and **feed your energy tank** - through exercise, activities, spending time with friends - to keep positive and open-minded

## Episode 11: High Performing Teams

1. Check in with every individual in the team and **ensure that they want to be there**
2. **Be clear on what the team should aim for - goals**; for the team as a whole and for every individual
3. Create the opportunity for **open and honest dialogue - encourage it**
4. **Always ask questions and probe for solutions** - create inclusivity within the team



Keep track of how you're feeling and connect with others. Download the formscore app now. Visit <https://www.formscore.today>



### Did you miss us on the hilarious Hardcore Listing Podcast?

You can still listen to us chat to Stu & Chris about our top 5 bullsh\*t bingos from both season 1 and 2 of The Coaching Cast. Check out episode #234 wherever you listen to your podcasts

So...

## What's Next For You?

We hope you have enjoyed this second series of The Coaching Cast and have some new learnings to take away and try for yourself.

We want to support you in your next steps so here's a reflection and action-based exercise for you to do:

- What has been your favourite moment in Season 2? Why?
- What has been your biggest learning?
- What will you do differently?
- What challenges do you believe you will face?
- What are you going to do to address these?
- What strengths do you have to help you?
- Who can help you?
- When will you take action?

Write down all of your answers and take time to reflect, and decide what next steps you want to take.

**Enjoy the learning and the growth!**



Suzy Hunt

Lisa Wood



## Want More?

If you want to learn more about these topics or coaching, and how it can support you with your personal development and achieving greater success, you can contact Suzy and Lisa at [hello@thecoachingcast.co.uk](mailto:hello@thecoachingcast.co.uk)

You can also find us both on Instagram @the\_coaching\_cast or connect with us individually on LinkedIn.

Season 3 of The Coaching Cast launches in September 2021

THE  
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