



Advanced Leadership Course

*A Practical Intensive in Emotional
Maturity, Deeper Connection, and
Bold Decision-Making*

Session Eight

Advanced Coaching Skills

Schedule

7:30-8:00	<ul style="list-style-type: none"> ○ Arrival, light breakfast, getting present
8:00-8:45	<ul style="list-style-type: none"> ○ Triad Debrief – Coaching in the Wild
8:45-9:00	<ul style="list-style-type: none"> ○ Reverse Role Play review + demo setup
9:00-9:20	<ul style="list-style-type: none"> ○ RRP Demo with volunteer + debrief
9:20-9:55	<ul style="list-style-type: none"> ○ Practice rounds one and two
10:00-10:15	<ul style="list-style-type: none"> ○ BREAK
10:15-11:45	<ul style="list-style-type: none"> ○ Practice rounds three and four
11:45-12:00	<ul style="list-style-type: none"> ○ Debrief – Reverse Role Play
12:00-12:45	<ul style="list-style-type: none"> ○ LUNCH
12:45-2:15	<ul style="list-style-type: none"> ○ Invested Observer fishbowls
2:15-2:30	<ul style="list-style-type: none"> ○ Wrap-up + Evals

Opening Debrief: Coaching in the Wild

Please reflect on your experience as a coach in one specific situation over the past month.

Respond to the following questions and arrive prepared to discuss them in small groups.

1. In your mind, what went well?

2. What skills/strategies from the course did you actively practice?

3. What would you do differently next time?

When the Coaching Stalls

How a coach handles stuck moments is itself a form of modeling

When a conversation stalls, the instinct is to move on. But pausing first to notice what the stuckness is telling you often opens up a different set of moves:

Name it Directly

- ▶ *“I’m noticing I feel a bit stuck; are you experiencing that?”*
- ▶ *“I’m not sure I’m adding much value right now. Where do you want to take this conversation?”*
- ▶ *“I don’t have an answer right now, but I do have a question: when the conversation stalls, what works best for you?”*

Examine Your Own Role

- ▶ *“I think I might be working harder than you are to understand your challenge.”*
- ▶ *“I’m hesitating to say something directly to you that might sting – can I name what I see?”*
- ▶ *“I’m not quite grasping what you’re saying, and I’d like to slow it down; does that work for you?”*

Return the Focus to the Coachee

- ▶ *“I hear a lot about others – and others certainly have a role. But you can’t change others. What’s your role in this pattern?”*
- ▶ *“Right now, what needs the most focus from you in this relationship?”*
- ▶ *“I haven’t heard a clear position from you yet. What do you want here?”*

Reverse Role Play

When a coachee is locked in a fixed view of someone else, reverse role play creates a shift by putting the coach in the coachee's shoes and asking the coachee to embody the challenge.



The Structure

1. A becomes B, modeling a higher-maturity version of the coachee.
2. B becomes C, giving voice to the challenge as they actually experience it.
3. A never becomes C. The coach's job is to model growth, not embody the problem.

Setting it Up

Frame the exercise without naming it. Something like: *"I want to try something. I'll step into your shoes and respond as my version of you. I want you to get into [C's] shoes and represent him as you actually experience him."*

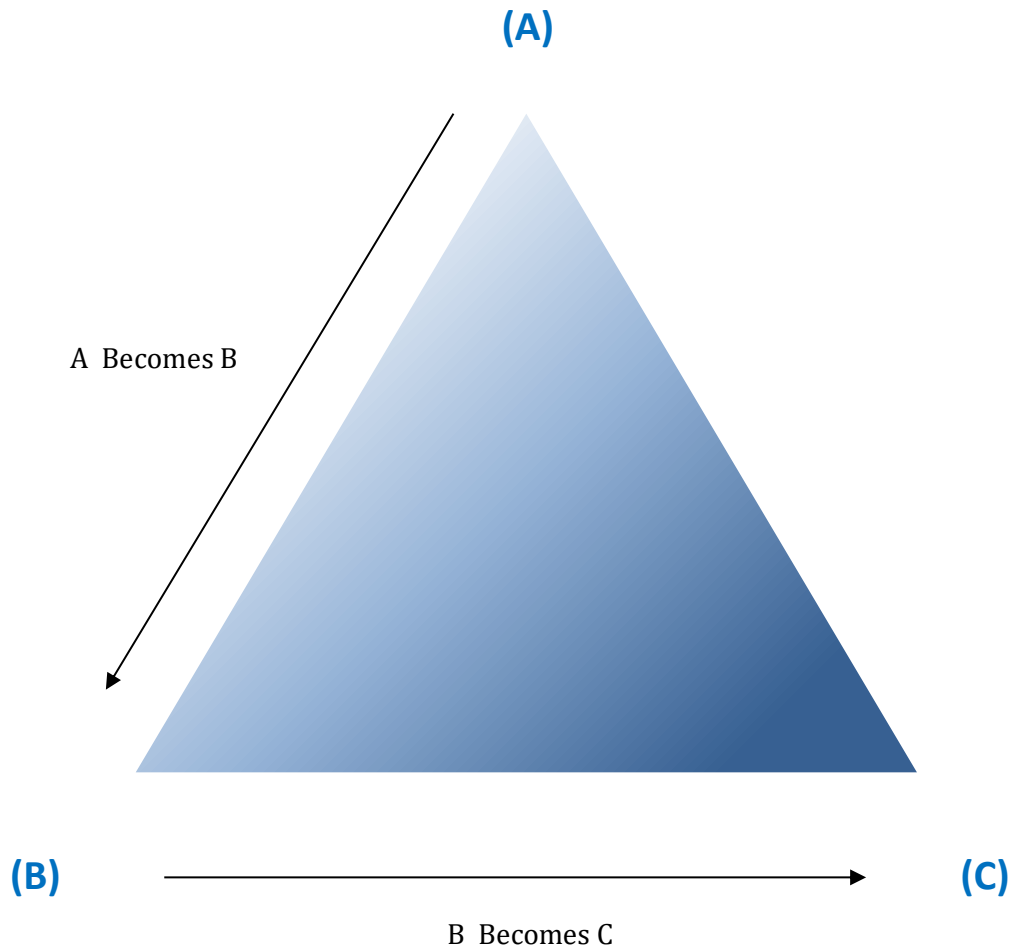
In the space below, note the higher-maturity signals you intend to model:

Exiting and Debriefing

End the exercise clearly. Then let the coachee reflect first.

- ▶ *"What did you notice?"*
- ▶ *"What did you think of my version of you; what fit, what didn't?"*
- ▶ *"Is there anything here you'd want to take into the actual conversation?"*

Reverse Role Play



Coaching Clinic: Reverse Role Play

Coachee

- Bring a real, current relationship challenge.
- Speak directly about what’s at stake and how you’ve been handling it.
- After the session: give candid feedback on whether you saw yourself more clearly.

Coach

- Coach for up to 15 minutes, focused on emotional ownership and maturity.
- When ready, initiate the reverse role play. Frame, execute, and close it clearly.
- In the debrief, hold space. Do not collapse into advice.

Observer

Use the Observer Guide on page 6. Track how the coach enters, holds, and exits the reverse role play. Your feedback is the clinic’s learning edge.

What to watch for

Setup

- Was the exercise framed clearly and confidently?
- Did the coach secure the coachee’s agreement before beginning?

Execution

- Did the coach stay in role?
- Did the modeled response reflect greater clarity, ownership, and courage?
- Was the exit clean and clearly signaled?

Debrief

- Did the coachee articulate a shift in how they see themselves?
- Did the coach reinforce insight without redirecting toward advice?

The Invested Observer™

Promoting candor and relationship accountability through strategic triangulation

Basic Concept

A coach works with two others – call them Rob and Patricia – who are avoiding a difficult conversation, locked in misunderstanding, or seeking a deeper connection. The coach's role is to help Rob and Patricia say what's most hidden by creating the conditions where candor and safety can coexist.

How it works

1. The coach conducts a one-on-one session with Rob, focused specifically on his relationship with Patricia.
2. Patricia is in the room, observing the session in real time: present, listening, not yet speaking. This is the invested observer role.
3. The coach eventually turns to Patricia: What did you hear? What questions arose? What landed, and what didn't?
4. Patricia then becomes the coachee, and Rob the Invested Observer.
5. Eventually, the coach steps back and Rob and Patricia speak directly to each other. They create a specific accountability agreement: what to revisit, by when, and where.

Invested Observer — Room Reflection Guide

As you watch, notice what's happening in you — not just what's happening in the room.

- What moment were you most uncomfortable; what does that discomfort tell you?
- When did you feel the urge to intervene; whose side would you have taken?
- What did the observer's silence make possible that speaking would have destroyed?
- What did the coach miss; what would you have said in that space?
- With whom in your life would this conversation add value?
- Where did the accountability agreement fall short? Where did it excel?

Takeaway Practice

Reverse Role Play — Session Tracking

Conduct two formal coaching sessions that include the reverse role play. Record your observations below.

	Session 1	Session 2
Setting up the exercise		
Modeling higher-maturity response		
Closing and debriefing		
Value to the coachee		

60-Day Self-Observation

Over the next 60 days, observe yourself across these dimensions. Use your findings as input for the Capstone Presentation.

Dimension	Observations (60-Day Window)
Self-Focus	
Connection with Separateness	
My Own Coachability	
Listening Effectiveness	
Quality of Questions Asked	
Clarity of I Positions	
Triangle Management	
Anxiety Regulation	

Notes

