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**Regional Management Fellowship Program**  
**--The Four Coaching Conversations—**

**#1—Information Interview**

Schedule: July-Aug 2017

Who leads: Fellow

Goals:

- Exchange information about each other
- Establish rapport
- Understand coach's career journey
- Gain insight into the high points, low points and turning points of the coach's journey
- Stimulate thinking from the Fellow regarding his/her own career journey

Some potential questions (from the Fellow):

- ✓ Can you describe your career journey?
- ✓ Looking back, what have been some high points and low points in your career journey?
- ✓ What was a “crucible experience” (an experience of great challenge and adversity) that tested your leadership? How did the experience transform you as a leader and person?
- ✓ Who was a coach or other person who supported your growth and development? What made that relationship so powerful?
- ✓ What are some current leadership challenges that you must address?
- ✓ What is your career journey going forward?
- ✓ What is one big take-away from your public service career?

Follow-up by Fellow: Reflect upon what you learned from the information interview and any potential implications for your career development

## **#2—Initial Development Conversation**

Schedule: Sept 2017

Who leads: Coach

Goals:

- Help Fellow identify and address his/her hopes and dreams for the future
- Focus the Fellow on learning and development going forward
- Provide support, encouragement and resources for career development and advancement

Some potential questions (from the Coach):

- ✓ What are your hopes and dreams?
- ✓ To achieve your hopes and dreams, what are some issues that need to be addressed?
- ✓ What choices or options do you see for action?
- ✓ May I share a personal experience?
- ✓ What is a bold vision for your future?
- ✓ May I invite you to consider \_\_\_\_\_?
- ✓ Who is part of your “dream team”? Who else could serve on your dream team of coaches and advisors?
- ✓ What might you consider in terms of concrete actions going forward?

(See handout “Becoming a Great Coach” for sequence of steps in conducting a development conversation.)

Follow-up by Fellow: Reflect upon the initial development conversation; further think about your hopes and dreams, issues to be addressed, and options for action; identify some practical and do-able steps in moving forward.

## **#3—Follow-Up Development Conversation**

Schedule: Jan 2018

Who leads: Coach

Goals:

- Follow up on initial development conversation

- Help the Fellow gain clarity about action steps to promote career development
- Help the Fellow focus on some tangible steps in the short and mid-term moving forward
- Provide support and resources (for example, introductions to others)

Some potential questions (from the Coach):

- ✓ In reflecting upon our initial development conversation, what were some take-aways or conclusions or learnings for you?
- ✓ Of all the possible actions that we previously discussed, what makes most sense to you given the positive impact, time available, and your other personal and work priorities?
- ✓ What resources or support do you need to effectively proceed?
- ✓ How can I help?

Follow-up by Fellow: Begin to take action steps to further your learning and development

#### **#4—Conversation re Leveraging the Fellowship Experience**

Schedule: April 2018

Who leads: Coach

Goals:

- Assist the Fellow in reflecting upon key learnings from the experience
- Help the Fellow think about seeking and securing opportunities to leverage the experience and use his/her enhanced leadership capabilities
- Explore how the Coach and the Fellow can continue the relationship

Some potential questions (from the Coach):

- ✓ What were several key learnings from the Fellowship experience?
- ✓ Given these key learnings, what are the implications for your leadership practice?
- ✓ How have you begun to "flex" your leadership style and behavior given the various situations that you confront?
- ✓ In order to leverage the Fellowship experience, what kind of new leadership opportunities do you desire?
- ✓ How do you plan to secure these new leadership opportunities?

✓ Who will provide guidance and feedback as you proceed?

Follow-up by Fellow: Actively seek and secure new opportunities to use enhanced leadership capabilities