

## Solution-focused Coach for a Small Business

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### **Solution-Focused Coaching for Small Business**

- I. Introduction
- II. What is coaching
  - A. Definition of coaching (Boysen-Rotelli, 2018)
  - B. What is solution-focused coaching
    - 1. History
    - 2. Core competencies
      - a. Trust, presence, communication (International Coaching Federation, n.d.)
- III. The Problem
  - A. The Company: Small business owner struggles with time management and lack of strategic planning.
  - B. Situational leadership (Thompson & Glasø, 2018)
  - C. Structured root cause analysis process (Cavanagh & Grant; as cited in Seko, 2020)
    - 1. Judging, not blaming
- III. The Process (Grant & Gerrard, 2020)
  - A. Positive future
  - B. Previous solutions
    - 1. How past can be applied to the current problem
  - C. Positive exceptions
    - 1. Small significant events to understand exception
  - D. Present and future questions
    - 1. What is working (Grant & O'Connor, 2018)
      - a. How would the client like it to be

- E. Compliments
  - 1. Validating the client
    - a. Embrace change and act
- F. What is working: Coaching interventions are goal-oriented, collaborative, and client centered (Schwellnus et al. 2015; as cited in King et al. 2019)
  - 1. Do more of what has previously worked
- G. Miracle Question: A way to open and cultivate a dialogue with clients around well-formed goals to focus on a solution. (Toros, 2019)
  - 1. The big picture
  - 2. Problem-focused questions have a long tradition in helping professions can be effective in creating change (Freud, 1920; Lee, 2019; as cited in Grant & O'Connor, 2018)
    - a. What does the future look like
  - 3. Vision statement (Toros, 2019)
- IV. What's Next
  - A. Scaling questions
    - 1. Assess own situations
    - 2. Track progress
  - B. Copying questions
  - C. Engaging questions: Clients interested in change and are willing to work towards it if given a chance (Toros, 2019)
- V. Next steps (Toros, 2019)
  - A. Planning
  - B. Energizing

VII. God can provide a coach with the knowledge to respond in the moment and in a way that is precisely what the client needs to hear (New International Version, 2011, Prov. 19:18)

VIII. Conclusion

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