

Leveraging the Power of Coaching & Change Management to Navigate Disruption

A four-part panel series



April 14, 2021 Noon Eastern (New York) | 4 PM UTC

Panelists		
	Jeff Reynolds	CEO Human Growth Systems
	Kimberly Southern Weber	Director, Global Learning and Organization Development at Maxar Technologies
	Tony Garver	Chief Administrative Officer, First Onsite Restoration
	Deborah Elder, EdD	Chief Academic Officer for Instruction, Accountability, and Innovation, Los Lunas Schools
#	Question	Answer(s) given during session
2	How could we as a coach - incorporate the Resilant Leader to our practice?	
3	On a computer	
4	What is the role and importance of vertical development (as opposed to just adding new knowledge and skills) in change management and coaching.	
5	I am intrigued by the idea of teaching children the change journey...and wonder whether in fact moving through change is an innate ability that we are socialized out of as we grow up.	

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6	Out of interest, are only white Americans qualified to talk about change management? If not, why is there a complete lack of diversity on this panel?	Thank you for your comment. We value diversity and appreciate your feedback. As we continue these panels we have ensured there is more diversity.
7	How does a change practitioner distinguish themselves as a coach with their client?	
8	Does anyone have experience with "transformative learning" in change management and coaching?	
9	My career path has been very diverse and I have landed in change management in the last 5 years. My passion is to become a coach! What do you recommend to get started on a successful path to coaching?	Never too late to start. Explore coaching at coachingfederation.org .
10	I am in my mid 40s. Is it too late to begin a career in coaching? Where should I start?	Never too late to start. Explore coaching at coachingfederation.org .
11	Would it be possible to have a recorded version of the webinar?	live answered
12	Would you have any tips as we move from the recent past of virtual meetings to the "new normal" of hybrid meetings?	
13	@Deborah, where did you attend schooling for Organizational and change leadership?	Deborah completed her EdD in Organizational Change and Leadership from the University of Southern California.
14	Never too late to begin a career in coaching or anything else, especially if it makes your heart sing and puts a smile on your face ! I completely shifted careers in my late 40's. Recommend to be clear on what you want, what your values are in relationship to your career and ensure all you do aligns with them.	
15	How is change viewed both from coaching and change management perspective? How does the practical application of change differ in both domains?	

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16	Sometimes change feels wounding. How do you help people to make sense and use of the pain, and not just cover it over and try to move on?	
17	What for you are the keys to personal change - especially for senior leaders who have been highly successful but find that what got them here won't get them further or enable them to succeed at a new larger role?	
18	Question about corporate world: here is a situation ... you are loosing market share to competition. A majority of your staff is comfy in their position and are resistant to change. Do you have examples how you approached a situation like that to get your team embrace change, rechallenge themselves get out of their comfort zone and be willing to face disruption? I have worked for 25 years at Procter & Gamble and Mars, Inc. and faced a lot of similar situations.	
19	Can you recommend a place to investigate Change Management certification?	Go to acmpglobal.org
20	If the application of coaching is with individual or with group, when and how does the panel make that process available to affected stakeholders?	
21	I wonder if the panelists would like to talk about the issue of time that change takes. The coaching process takes time too. In too many companies nowadays we forcefeed change on people...	
22	If successful change management best requires coaches, how far down the employee level is there coaching support?	
23	There is individual coaching and there is group coaching. Both can be effective in moving people along in change. When would you choose to use one versus another?	

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24	Can someone share how they have combined change management, group coaching and individual coaching?	
25	what are different ways you have presented coaching when organizations are resistant to the coaching approach. how present as part of leaders role?	
26	I often hear leaders in my organization say "You can't make everyone happy". What is the right balance between helping the entire group through change vs helping individuals?	
27	Who was the person that said the quote?	
28	I believe most effective change is to bring the organization into the creative process of the change. What do you think?	
29	Many a times, change in organizations is largely top leadership driven. How do you sustain the momentum of such change with a constantly changing top management, its focus and environment?	
30	I am working on a cultural engagement project with an organization that is experiencing a significant issue with trust. I am a certified coach and what suggestions are there to use coaching as an individual for an organization over 100?	
31	How can coaching support "being at choice" while working with someone involved in a change management process in which they did not have choice?	
32	Is there a good book for a staff reinforcing positive side of change and how to work through change that you would recommend	
33	Which coaching program & vendor/school would you recommend?	

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34	I am working on my PhD and am thinking about researching org change and coaching as a dissertation topic. What are your thoughts on where some of the gaps are that would lend a new perspective to the current body of knowledge?	
35	How is change management different than transformation in your experience?	
36	How have you gauged the decision-making styles of organizational leaders and factored that into effecting sustainable change in that organization?	
37	Hello, what do you think is more effective group or individual coaching?	
38	In order for an environment of coaching to be successful, it has to be applied consistently and reinforced. What mechanisms do you use to hold leaders accountable for utilizing and maintaining a coaching approach?	
39	Does an executive expect to be coached by a current or former executive? Can a non-executive coach an executive?	
40	How can a senior leader for many years in the company make himself available as a coach in the company as a complementary activity to bring all the benefits of coaching?	
41	Kimberly, can you please tell what are the components of leadership program that you use? Thank you!	
42	How do you embed coaching like behaviours with leaders, especially with frontline leaders who can make or break the change?	
43	Would you please add Group Coaching model as well?	

#	Question	Answer(s) given during session
44	Will there be a copy of the chat transcript with the recording? It would be wonderful to have that sent with the recording link.	
45	Can one be the manager/coach in one implemeting the change and does one need a manager and a coach	
46	What about Change Rediness and Coaching Rediness? How are we to know the difference?	
47	and what does the panel call those team coaching sessions; coaching or ssomething else?	
48	How can we mobilize staff who are fatigued by multiple & simultaneous (transactional AND transformational) change on top of living through this pandemic?	
49	Maybe help them (with coaching) discover where they are in the Conscious Competence Model?	
50	I hear a lot of American culture in this conversation. To what extent should other cultures be included in the change process?	
51	Can you speak also to the other side of that, please? Where a deadline continues to get pushed out and pushed out or there is scope creep. Where should the line be drawn on that end?	
52	What website?????	
53	Great session!	
54	how do we record the education credit pls?	