



Martha Leishman

Drama at Work

Scenario 2

Coaching

Jo: Lesley Meechan

Director, Organisational Development, G.O. Group

Alan: Iain Macrae

Part One

Jo is Alan's manager. She is about to meet him for the first of a series of coaching sessions.

Facilitation Questions:

What advice would you give to Jo about managing a coaching session? How does she come across? Uninterested: (She comes in late, talking on her mobile) **Inclusive?** (She tells Alan she wants to be clear about 'how she 'manages her team, without giving him the chance to respond). **Poor Feedback:** (She tells Alan that people on the team find him difficult to approach). **How does this leave Alan?** (He wants to know who has speaking negatively about him).

Note: You can become directly involved in this role-play, by taking the part of Jo.

Imagine that Jo has been coached by the audience, before her next meeting with Alan. This time look out for any behavioural changes from Jo, and describe the impact these have on Alan.

Part 2

Jo and Alan meet the following week. **What has changed?** (Jo starts by apologising to Alan, and has switched off her mobile). **She is Inclusive:** (She asks, what he would like out of the session and listens to his answer) **How do we know she is listening?** (Her eye contact is strong, she gives him her full attention and leaves gaps for Alan to speak). **What effect does this have on Alan?** (He reveals he feels he has a lot to offer the team). **Actions:** (She presses him for two clear actions between now and the next meeting) **Follow Up** (He promises to let her know how this goes)