Welcome to COACHING WITH PRESENCE Using the Kominsky Method.

As you enter

think about what comes to mind when you think of presence.

Write it down on a index card at your table.

We’ll begin shortly!

Don’t sit alone 😊
COACHING WITH PRESENCE

Using the Kominsky Method
(to some extent)

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Booz Allen Hamilton

#BePresent
#Agile2019
Washington, DC
Me

My family

My learning

My work

Nerd life

Booz | Allen | Hamilton

LOYOLA UNIVERSITY MARYLAND

JOHNS HOPKINS WHITING SCHOOL OF ENGINEERING

ICAgile™

International Consortium for Agile

Nintendo

Star Wars

Marvel

Metallica

Turtles

NASA

Airplane

Wind turbine
What is presence?

“Being fully present as a coach is key to successful coaching. Methods for presence include building rapport, awareness of the environment, self-management and consciously preparing for coaching.”

ICAgile Coaching Track v2.0
What is presence?

Three things:
■ Making connection
■ Paying attention
■ Withholding judgment
LEVELS OF PRESENCE

Environment
Group
Another
Yourself
Moment
BEING PRESENT WITH
THE MOMENT
(i.e., now)
WHAT’S ON YOUR MIND?

Using a worksheet:

(1) Brainstorm everything that comes to mind.

(2) Categorize each as Past, Present, or Future.

(3) Tally to determine where your mind tends to live.

(4) Stand-up

(5) Introduce yourself to your table.

Petunia Past
Patrick Past

Natalie Now
Norbert Now

Fallon Future
Frederick Future
While still standing
(1) Set aside the Pasts and the Futures.
(2) Close your eyes
(3) Feel the ground
(4) Take a deep breath
(5) Be present with now.
BEING PRESENT WITH YOURSELF

(i.e., the human in your body)
Self-Awareness
(knowing and noticing yourself)

- Your biases, reactions, triggers.
- Your patterns, beliefs, behaviors.
- Shaped by your experiences, your story.

Growing this takes work in advance and in-the-moment.

Self-Management
(change yourself)

- Making a change, based on your awareness.
- Or not, on purpose
- Having an intention

Growing this takes practice, experience.
Values I must articulate

Integrity, Trust, Loyalty
Family
Communication

Empathy, Listening, Hugs

Big picture thinking
Pattern recognition, abstraction

My superpowers

Over dependence on what I see
Biased towards teams
Biased toward my tribe
Triggered by bullying, aggression

Biases I must manage

Quick to judge; confirmation bias
Conflict avoidance
Retreat inwards

Missteps I tend to make
WHO ARE YOU?

(1) Fill out a self-awareness canvas.
How could you consciously prepare for coaching?

PLANNING  MEDITATION  MUSIC  EXERCISE  WHAT ELSE?
WHO ARE YOU?

(1) Fill out a self-awareness canvas.

(2) Flip it over and list possible methods you could or do prepare for coaching.

(3) Discuss at your table.
BEING PRESENT WITH ANOTHER

(i.e., the human across from you)
[This may] feel a little flaky, maybe a little uncomfortable, but it may be the most important thing I ever show you.

Being totally present means paying attention, without judgment, to the [person] in front of you.

It gets you out of your head and it forces you to be in the moment. Fully engaged with the other person simply by paying attention to them.

It not only makes you a better actor, it makes you a better human being.
MIRROR

(THE KOMINSKY METHOD)

Mirror:
(1) Find a partner and stand up.
(2) One person will move their body. The other will follow their lead, and mirror their body movements.
(3) The first mirror has the longest hair.
(4) Switch.
Internal Listening

- Not really listening!
- At best, you may be hearing; waiting for your turn to talk.
- Paying attention inward, to your own thoughts.
- What am I going to say next?

Active Listening

- Paying attention to the other person.
- Being fully and totally present, with them.
- Withholding judgment, embracing curiosity.
- Get lost in their story.
HEARD
SEEN
RESPECTED
LOVED

With a partner:

(1) Share a story about a time when you felt that you were NOT heard, seen, respected, or loved.

(2) The partner simply listens – active listening.

Adapted from: liberatingstructures.com
At tables

(3) Discuss: What did it feel like to share? To be heard?

(4) Discuss: What did it feel like to listen? How did you stay in active listening?

Adapted from: liberatingstructures.com
A note of encouragement.
BEING PRESENT WITH
A GROUP
(i.e., the humans in the world)
PUT YOURSELF OUT THERE

Vulnerability  Humility  Authenticity  Whole self
thank you

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#BePresent #Agile2019