Coaching a Community Culture of Healing

FamilyWise Webinar

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Becky Dale, Co-Creative Coaching and Composing
Objectives/Flow

- Practice creating healing community culture throughout
- Review Basic Coaching Skills
- Introduce Healing Centered Coaching Model
- Explore ways to apply coaching skills to nurture the development of healing habits in the cultures of our communities.
What Community do you want to hold today?
Some Core Coaching Skills

**Acknowledging** – helping others see, and take in, things they may not see about their strengths

** Asking Empowering Questions ** – asking open-ended questions to evoke self-reflection, clarity, insight and action (*What and How questions*).

** Listening ** – Self-focused, Other-focused and Transformational.

** Accountability ** – What will you do? When will you do it? How will I know?

** Requesting ** – asking for a specific action without being attached to the outcome.

From *Coaching for Transformation*, Lasley, Kellogg, Michaels and Brown, 2015.
Healing Centered Coaching

Pause  Ground  Align  Act

From Leslie Brown, Blooming Willow Coaching and Training, bloomingwillow.com
From Art of Hosting
The Power of Culture

“Culture is how our bodies retain and reenact history—through the foods we eat (or refuse to eat); the stories we tell; the things that hold meaning for us; the images that move us; what we are able (and unable) to sense or feel or process; the way we see the world; and a thousand other aspects of life.

Because culture lives in our bodies, it usually trumps all things cognitive—ideas, philosophies, convictions, principles, and laws. In many cases it even supersedes human desires and needs.

Change culture and you change lives. You can also change the course of history.”

-Resmaa Menakem, My Grandmother’s Hands: Racialized Trauma and the Pathway to Mending our Hears and Bodies, pp 245-6.
How is Culture Created?

“Culture eats strategy for breakfast.”

– Peter Drucker
Practice alone and together

“Small is good. Small is all. (The large is a reflection of the small.)”

“Move at the speed of trust. Focus on critical connections more than critical mass – build the resiliency by building the relationship.”

- adrienne maree brown, *Emergent Strategy*, p 41-42
Think of your community...

- How might you practice pause-ground-align-act in your community?
- What are the automatic habits (elements of culture) in our community that get in the way of healing?
- What might we practice to make the cultures of our communities healing centered?
- What coaching skills will support this work?
What are you taking with you?