

DEPARTMENT OF DEFENSE



DoD International Coaching Week Celebration

May 13-17, 2024

DoD celebrates its first annual International Coaching Week: Building Ready, Resilient Leaders for Great Power Competition. All Army, Navy, Air Force, Marines, Coast Guard, and Space Force military and civilians are welcome. Coaching is a powerful tool that encourages resilience, adaptability, elasticity, and agility. When effectively implemented to support other learning experiences, coaching can help leaders identify and unleash hidden potential, enabling our work force to contribute at higher, more satisfying levels, thereby improving our ability to succeed as a team. Come be a part of this inaugural virtual and in-person event.

For more information, visit DoD's Coaching website at: <https://www.dcpas.osd.mil/learning/civilianleaderdevelopmentbroadeningother/dodcoaching/InternationalCoachingWeek>

THINGS TO KNOW

WHAT IS COACHING?

- Experiential development process
- Facilitates change and growth in individuals, teams, and organizations
- DoD coaches assist clients to see new perspectives and achieve greater clarity about their own:
 - Thoughts
 - Emotions
 - Actions
 - People and situations around them
- Client is the expert
 - Gives power to the relationship
 - Drives coaching agenda

*BENEFITS OF COACHING

- 80% of coached clients reported increased self-confidence
- 70% of coached clients reported improved work performance
- 73% of coached clients reported having better relationships
- 72% of coached clients reported communication skills improved
- 86% of companies provided figures showing a positive ROI
- 95% of coached clients experienced significant positive effects on cognitive outcomes

*References: ICF Global Coaching Study, Institute of Coaching, & Emerald Insight

DOD COACHING

- DoD coaches are certified and/or are International Coaching Federation (ICF) credentialed
 - ICF is the Gold Standard of Professional Coaching
- FREE & CONFIDENTIAL SERVICE
 - Hiring a coach in the public sector could range from \$120-\$340 an hour
- Receive DoD coaching services during duty hours
- More on DoD Coaching & to find your Program Manager, go to the DoD Coaching website:
[Coaching Portal-Civilian Broadening | DCPAS \(osd.mil\)](#)

A MENTOR...

- Speaks more
- Shares their thinking
- Shares their ideas
- Pours wisdom into you
- Solves your problems

A COACH...

- Listens more
- Challenges your thinking
- Challenges you to find your own ideas
- Draws wisdom out of you
- Creates a problem solver

| Day | Date | Location | Time(EST) | |
|-----|--------|--|------------------------------|---|
| MON | May 13 | Virtual Discussion | 11:30-12:00 | Integrating Experiential Learning in Leadership Development Kick-off DoD International Coaching week celebrations by listening to a moderated discussion that unpacks the power of experiential learning through coaching for departmental transformative leadership growth. |
| TUE | May 14 | Virtual Discussion | 11:30-12:30 | Resilience and Mental Toughness Hear how coaching empowers DoD employees to stand ready and resilient. Coaching on resilience allows defense employees to identify and understand their role in the bigger picture of the DoD and individual Service. |
| WED | May 15 | Virtual Discussion | 11:30-12:30 | The Power of Cohesion – Strengthening Bonds through Coaching Explore how coaching empowers leaders to grasp diverse perspectives, comprehend team needs more deeply, and redirect focus from tension to mission alignment, fostering cohesion and effectiveness in the face of great power competition. |
| THU | May 16 | Panel Discussion | 11:00-12:00 | Coaching in Diverse Environments Participate in coach-led discussion on how coaching traits- empathy, active listening, and adaptability- enable coaches to respond to widely diverse situations and client needs. Coaching leads to increased resilience, readiness, and leadership skills for clients and contributes to Great Power Conflict efforts to attract, retain, and nurture the talent and specialized skills demanded by emerging strategic landscape. |
| FRI | May 17 | Virtual & In-Person Virtual, 09:30-10:30 In-Person, 11:00-12:00 Location: 2nd Floor, Apex 9 | 09:30-10:30 & 11:00-12:00 | Coffee with a Coach Join us for “Coffee with a Coach,” a dynamic live and in person event designed exclusively for DoD employees seeking guidance and insights directly from experienced coaches and Component and Defense Agency and Field Activity Coaching Program Managers. This interactive session provides a unique opportunity to engage in unscripted discussions, ask burning questions, and gain valuable perspectives on professional development, leadership, and personal growth provided by coaching in the Department of Defense. |

ADDITIONAL COMMANDER'S TALKING POINTS

- Coaching is one of the most valuable developmental resources that the Department of the Defense (DoD) offers the workforce and has been linked to positive outcomes such as increased employee engagement, resiliency, and retention. A successful coaching engagement promotes and sustains professional growth and competence.
- By promoting ongoing learning and a growth mindset, organizations with a coaching culture can better navigate challenges, encourage innovation, and cultivate a resilient and empowered workforce.
- In a coaching culture, leaders and employees adopt coaching as a default behavior and mindset as they interact with and develop others.
- While a coach doesn't need to be a SME, DoD coaches require a minimum of 60 hours of accredited coach training and continuous coaching education.

FAQs

Q1: Who can request a coach?

A1: All DoD military and civilians in the Army, Navy, Air Force, Marines, Coast Guard, & Space Force.

Q2: How do I request a coach?

A2: You can either contact your Coaching Program Manager or request a coach outside of your organization. For more information, go to [Coaching Portal-Civilian Broadening | DCPAS \(osd.mil\)](#).

Q3: Are Coaching Sessions Confidential?

A3: Yes, all information discussed during a coaching engagement is confidential unless the client gives explicit permission to share or as required by law (e.g., threatened to harm someone or yourself).

Q4: What Ethical Standards are expected to be followed for Coaching in the Federal Government?

A4: Federal government internal coaches are bound to uphold the basic obligation for public service and the code of ethics associated with the coaching credentialing organization that approves or accredits the coaching program where they received their coach training.

Q5: What are some examples of coaching topics?

A5: Goal setting, managing your inner-critic, forming habits and routines, time management, getting team buy-in, becoming more proactive, delegating, self-awareness, accountability, networking, gathering information, boundary setting, communication, feedback, preparing for crucial or difficult conversation.

Q6: What happens during a coaching session?

A6: The client drives the conversation by sharing the goal(s) they want to reach or topic they want to discuss as they identify a specific outcome for the session. The coach actively listens and asks powerful questions designed to assist the client in viewing alternative perspectives, explore options, identify actions, and be accountable.

Q7: What is the difference between therapy & counseling and coaching?

A7: Everyone has a baseline of general wellbeing. Therapy and counseling help clients to maintain and sustain their baseline of wellbeing. Coaching empowers clients to go beyond their baseline and to thrive.

Q8: Who benefits from Coaching?

A8: Anyone can benefit from coaching; however, coaching is particularly powerful for those who are going through a transition, either personally or professionally. Some examples include a new position at work, a promotion to a supervisor or manager, a career broadening experience, a leadership development program, an upcoming retirement, a family move to another location, a marriage, etc.

Q9: What is the typical length of a coaching engagement?

A9: Normally 6 months, but it depends on what the client and the coach agree upon.

Q10: What is the typical duration of a coaching session?

A10: Anywhere from 30-60 minutes, typically.

Q11: What is the frequency of the coaching sessions?

A11: It really depends on the client and the coach. Typically, however, it is usually every 2-4 weeks.

Q12: Where do coaching sessions take place?

A12: Typically virtually, telephonically, or in-person.

Q13: What policy is behind DoD Coaching?

A13:

- 5 Code of Federal Regulations (CFR)410.203: Coaching is a sanctioned learning and development activity
- 5 Code of Federal Regulations (CFR)412.201: Managers and supervisors will provide employees learning experiences such as coaching
- 2018 memo from Director of the Office of Personnel Management: Coaching is a vital professional development tool to be accessed across the Federal Government
- SecDef Austin's 2nd priority: Take Care of our people: Grow DoD talent, build resilience and readiness, and ensure accountable leadership
- 24-25 DoD Human Capital Operating Plan 2.2: Improve Capacity-Building Opportunities: Investment in...coaching for managers and supervisors and the creation of pathways that focus on expanding skills and capabilities through upskilling
- DoDI1400.25 Vol. 410, Sec. 4 Coaching Handbook (draft still being staffed): Coaching Program must include a Component Coaching Program Manager, and opportunities to teach some coaching techniques to DoD supervisors, managers, and leaders