



DEPARTMENT OF DEFENSE



DoD Coaching Opportunity

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What is coaching?



The International Coaching Federation defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. The process of coaching often unlocks previously untapped sources of imagination, productivity and leadership.

How are coaching and mentoring two distinct leadership development activities?



[Click here for a Mentoring Demo](#)

[Click here for a Coaching Demo](#)

Mentors impart their personal experience, subject matter expertise, learning, and advice.

A mentor usually identifies goals and recommended actions.

Coaches support clients to achieve their goals by questioning to promote awareness and self-directed learning.

A coach does not require any knowledge, skills, or experience in the client's profession.

Coach requires a minimum of 60 hours of accredited coach training.

A Mentor...

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

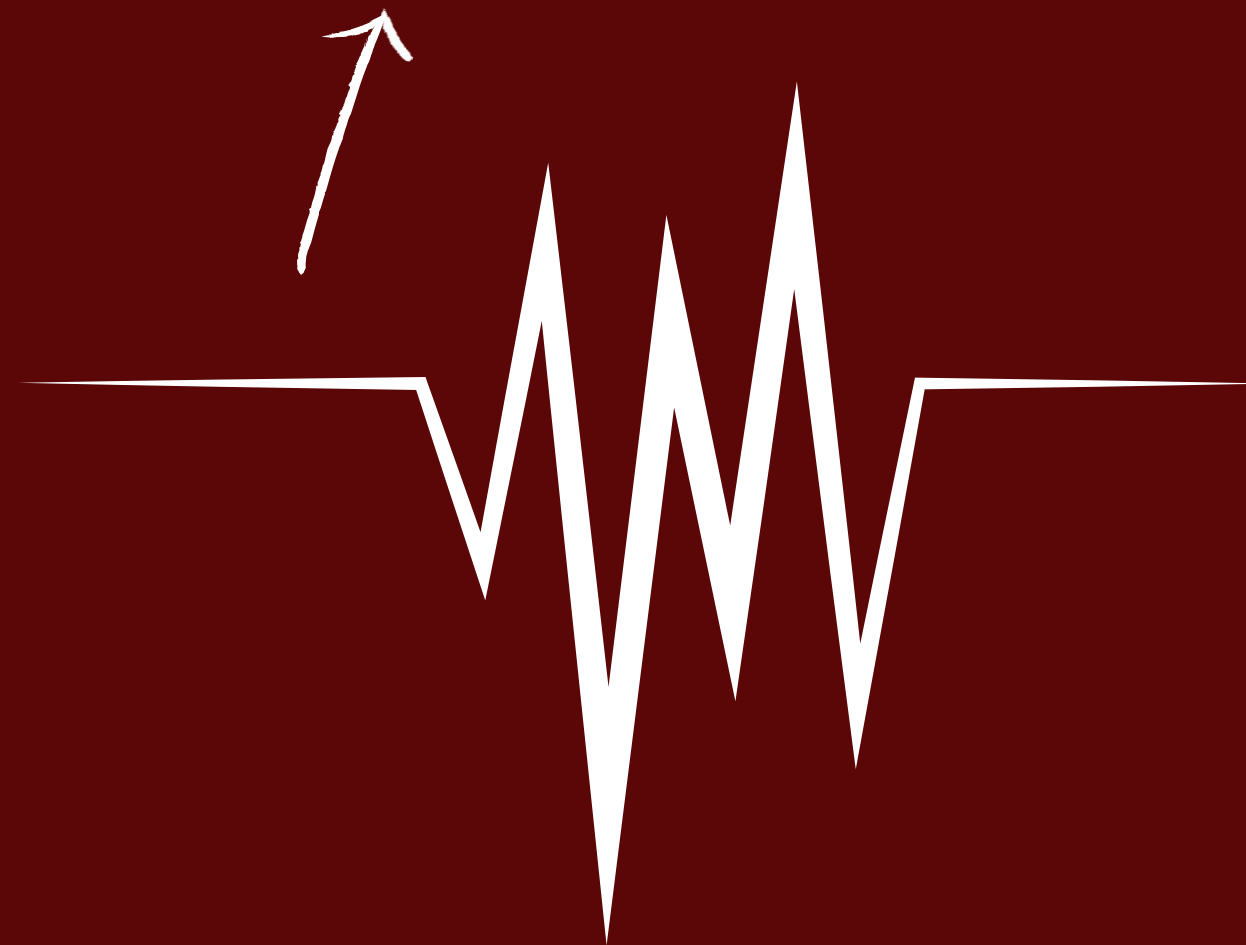
A Coach...

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

Coaching is not therapy or counseling

**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**



Anyone can benefit from coaching!

Coaching is particularly powerful for those who are going through a transition, either professionally or personally

 **New position at work**

 **Promotion to leadership position**

 **A career broadening experience**

 **Participation in a leadership development program**

 **Upcoming Retirement**

 **A deployment overseas**

 **A PCS to another location**

 **Other life events**

What are some examples of coaching topics?

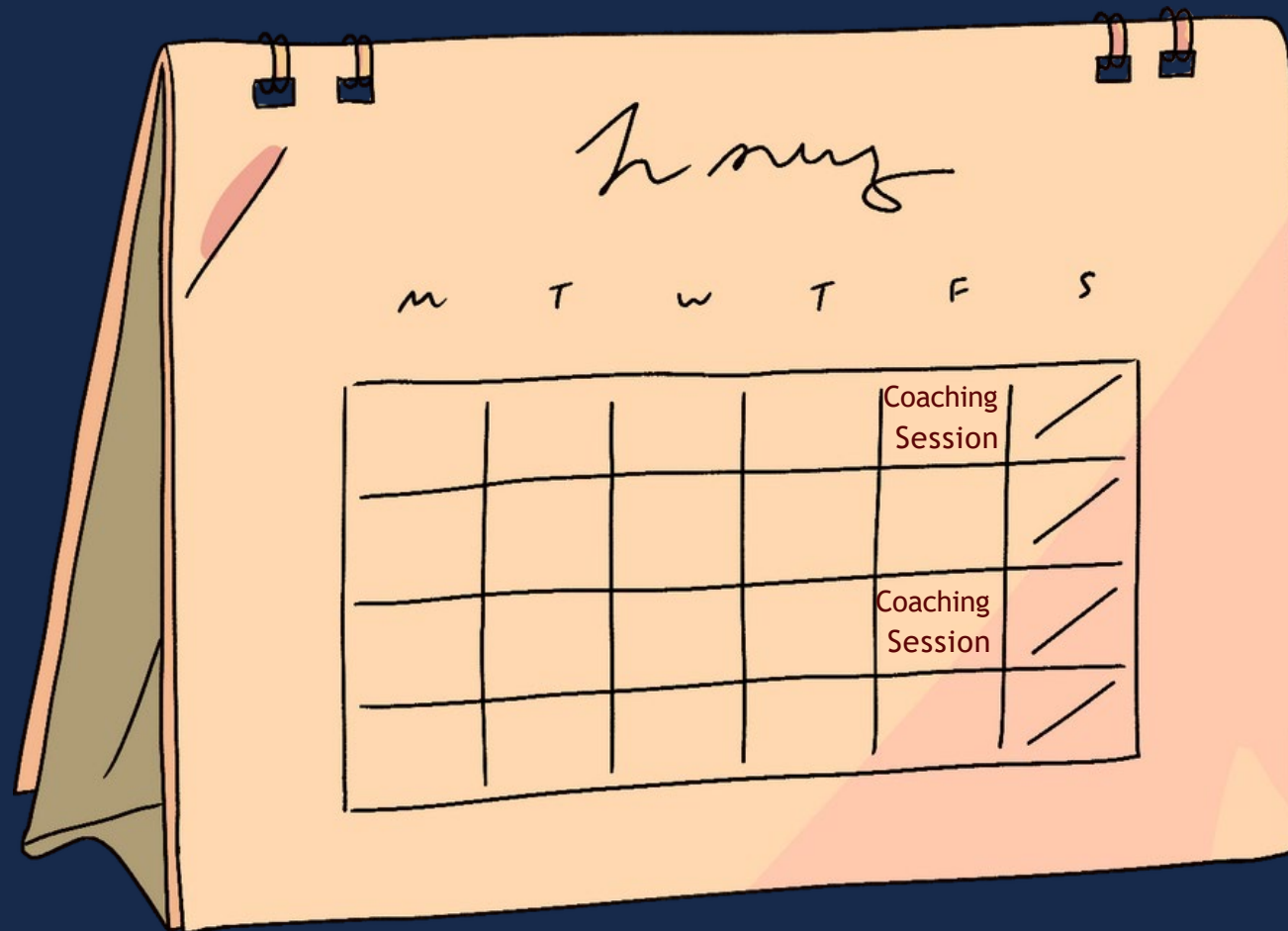
- Goal setting**
- Managing your inner-critic**
- Forming habits and routines**
- Time management**
- Getting team buy-in**
- Becoming more proactive**
- Delegating**
- Self-awareness**



- Accountability**
- Networking**
- Leadership style**
- Boundary setting**
- Communication**
- Feedback**
- Preparing for crucial or difficult conversations**
- And more!**

What does a coaching engagement look like?

A coaching engagement (typically):



- Lasts six (6) months in duration
- Includes bi-weekly sessions
- Consists of 30-60 minute sessions
- Takes place virtually

How can I request a coach?

Click → https://dcpasexcellence.gov1.qualtrics.com/jfe/form/SV_1LocqIMSMmxvoDI

Email → dodhra.mc-alex.dcpas.mbx.dod-coaching@mail.mil

Scan →

