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Context to the nugget

Stew speaks about the role of two types of coaches in such journeys. Firstly, he speaks about the value of peer to peer coaching networks where you are compassionate, curious, caring and candid with each other and learn/help each of the members of the group move forward. He also speaks about the role of professional coaches in providing another perspective and in holding you accountable.

Transcription

Deepak Jayaraman (DJ): What are the two three areas where you see coaches adding disproportionate value and what I mean by that is what are the steps which are often harder to do as an individual.

Stewart Friedman (SF): There's couple of different kinds of coaching experiences that I try to create for people for name on though and there was an appendix in the Total Leadership that takes you through the process for ... the name method is peer to peer. So, what I am trying to do wherever I go whether I am speaking to two thousand people and like I said in New York or its 12 people sitting in a conference room, leadership team at a bank in ... or anything and everything in between always keen to create learning community where people are committed to being compassionate, caring, curious, candid and where they are helping each other and then take seriously responsibility to be useful coaches for their peers and the key elements of how to do that are not that complicated and almost everyone can do it and they start doing it and feel comfortable doing it and that is demonstrate interest through genuine curiosity about what's inside the other person and really the main thing you got to do is just pay attention and ask questions without judgment and we find that when you put people in peer to peer coaching pairs or trios or quartets and you have them say tell the story of the critical episodes of their life history or talk about why the people that they chose are most important in their lives, at work, at home, in the community why that's going to be important? Or what they discovering through their stake holder dialogues what is difficult to say there, they saying and trying to get their experiment going because they are afraid to try something new because they might fail. When you put people in a coaching experience peer to peer especially you build accountability and you build support where it works well and those are the two key forces that really help people under path the change and intentional change and you need that. We also work with professional coaches to supplement the peer to peer coaching and that's another powerful means of gaining another perspective, being held accountable and really being compelled to articulate your observations your reflections your ideas your fears. So that you are going to stand in better, this coaching from many different angles as you can afford given the time and cost it always helps.

Reflections from Deepak Jayaraman

DJ: When I work with a senior leader in a role or in a transition who trying to solve the “where to go” question, the reality is that there is significant sensitivity around the process. Understandably so. It is often difficult to replicate the peer community that Stew refers to.

It becomes all the more important for me as a coach to engage with (or get my client to engage with) a holistic set of stakeholders so that we have the right data set and expectations set to work with as we move forward. Given the sensitivity around the transition, most people keep it completely hushes. But when you swing too far, you don’t get the right data you need for you move forward in the right direction. So, it is a fine line that one needs to walk.

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End of nugget transcription

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Stewart Friedman - Nuggets

- 40.00 Stewart Friedman - The Full Conversation
- 40.01 Stewart Friedman - 4 porous domains - Self, Work, Home and Community
- 40.02 Stewart Friedman - Positive spillovers across domains
- 40.03 Stewart Friedman - Role of Authenticity, Integrity and Creativity
- 40.04 Stewart Friedman - Tradeoffs by stage of life - Early career, Mid-life, End-career
- 40.05 Stewart Friedman - Technology and psychological interference
- 40.06 Stewart Friedman - Managing stakeholder expectations
- 40.07 Stewart Friedman - Role of a Coach in Work-life integration
- 40.08 Stewart Friedman - Flex the current context or reboot?

About Deepak Jayaraman

Deepak seeks to unlock human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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