

WEBVTT

1

00:00:03.320 --> 00:00:10.891

Brian Miller, PCC: So welcome, everybody. This is Brian Miller and Chad Hall. We are the partners at Coach Broach ministries.

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00:00:11.290 --> 00:00:19.219

Brian Miller, PCC: and we're thrilled to be here with you today on this free webinar, we want you to participate. There is

3

00:00:19.885 --> 00:00:23.530

Brian Miller, PCC: plenty of room in the chat

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00:00:24.210 --> 00:00:33.470

Brian Miller, PCC: for you to participate as we go, and and and maybe we'll have some time for QA. Near the end. But if you you know hopefully, as you have, input, as you

5

00:00:33.570 --> 00:00:38.380

Brian Miller, PCC: see, things that resonate with you as you have examples, we'd love for you to

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00:00:39.101 --> 00:00:42.750

Brian Miller, PCC: participate with us. In that way.

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00:00:43.080 --> 00:00:53.159

Brian Miller, PCC: And today's agenda. We're we don't plan on spending over an hour here. But but it's happened to us before we get excited. We like doing this.

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00:00:53.710 --> 00:00:59.599

Brian Miller, PCC: But 3 topics what it means to be a coach as opposed to doing

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00:01:00.210 --> 00:01:01.420

Brian Miller, PCC: coaching

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00:01:01.760 --> 00:01:07.399

Brian Miller, PCC: 5 ways being a choke coach changed my life, and I'm gonna be honest with you.

11

00:01:07.580 --> 00:01:09.349

Brian Miller, PCC: These are really good.

12

00:01:10.260 --> 00:01:11.060

Brian Miller, PCC: these

13

00:01:11.250 --> 00:01:17.379

Brian Miller, PCC: I. As I looked, we've even reviewed these, I mean, we wrote these. But as I reviewed these I thought, yes.

14

00:01:17.420 --> 00:01:20.759

Brian Miller, PCC: that asked. Those are life changing truly.

15

00:01:21.140 --> 00:01:23.970

Brian Miller, PCC: and we wanna know how has being a coach

16

00:01:24.310 --> 00:01:28.410

Brian Miller, PCC: changed your life. So we want you to participate in that way

17

00:01:28.500 --> 00:01:32.440

Brian Miller, PCC: with this, Chad. What's the difference between being a coach

18

00:01:32.450 --> 00:01:34.069

Brian Miller, PCC: and doing coaching.

19

00:01:34.310 --> 00:01:41.866

Chad Hall, MCC: Yeah, we know they're they're both needed. So this isn't good versus bad or bad versus good. These are both necessary.

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00:01:42.390 --> 00:01:48.909

Chad Hall, MCC: but you know doing. It's an activity. I do something I can do. Coaching, you know, I can

21

00:01:49.290 --> 00:01:54.839

Chad Hall, MCC: perform as a coach with my skills, my knowledge, the ability I have.

22

00:01:54.940 --> 00:02:00.789

Chad Hall, MCC: and I think a lot of times when we get into coaching. Maybe even if we've been in coaching for for years

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00:02:01.403 --> 00:02:05.187

Chad Hall, MCC: coaching can remain at the doing level. It's

24

00:02:06.090 --> 00:02:10.560

Chad Hall, MCC: I'm thinking about it. I'm doing my best, maybe, but

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00:02:10.650 --> 00:02:18.239

Chad Hall, MCC: it it's kind of more like something I can pick up when the occasion calls for it. I can drop it when when not.

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00:02:18.440 --> 00:02:22.850

Chad Hall, MCC: The the way I think about staying in the doing column is.

27

00:02:22.990 --> 00:02:26.180

Chad Hall, MCC: I have to intentionally pick up coaching

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00:02:27.074 --> 00:02:39.459

Chad Hall, MCC: the default setting is not that I coach, it's that I have to make myself have to tell myself, and I can. And again, that's for a lot of people. That's where coaching is.

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00:02:39.893 --> 00:02:58.789

Chad Hall, MCC: And you can do a lot of good coaching at that level. Being is where it's less, or in addition to activity, it penetrates to the identity level. When it. When you kind of think of it like, if I'm a character in a story. What role am I playing?

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00:02:58.880 --> 00:03:22.150

Chad Hall, MCC: Oh, I'm playing the role of a coach. And so I'm gonna take this kind of presence as a coach with me into lots of different relationships, conversations, and maybe even my own thinking patterns. You know how I'm processing things. It becomes more of a lens that I see the world through. And so I would have to intentionally put it down

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00:03:22.646 --> 00:03:31.729

Chad Hall, MCC: when it's at the being level, and and the occasion does call for it. You know there are times when it's not the right time to coach.

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00:03:31.930 --> 00:03:42.809

Chad Hall, MCC: It's time to do something else, so you have to intentionally lay it down. But basically, being, it penetrates, and it becomes who we are, not just something we do.

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00:03:43.630 --> 00:03:49.970

Brian Miller, PCC: Yeah, it strikes me that. Let's say various things I could do. I'm a leader.

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00:03:50.110 --> 00:03:51.459

Brian Miller, PCC: I'm a parent.

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00:03:53.480 --> 00:03:56.359

Brian Miller, PCC: There, those are 2. Let's just use those 2.

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00:03:56.580 --> 00:04:12.720

Brian Miller, PCC: So I think it used to be when I 1st started with coaching was. Sometimes I would bring coaching into my leadership, I'd think, oh, here's an opportunity for me to coach, or as a parent I might like. Oh, I maybe I want to coach this child instead of just, you know, whatever.

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00:04:12.960 --> 00:04:17.589

Brian Miller, PCC: but I think I know, for now I've become a coach.

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00:04:17.930 --> 00:04:20.229

Brian Miller, PCC: and so when I am a leader.

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00:04:20.510 --> 00:04:27.120

Brian Miller, PCC: I have to on this right side. Sometimes I have to intentionally lay coaching down

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00:04:27.450 --> 00:04:29.150

Brian Miller, PCC: to do something different.

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00:04:29.410 --> 00:04:32.300

Brian Miller, PCC: But my default mode is to coach.

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00:04:32.410 --> 00:04:39.039

Brian Miller, PCC: to develop, to bring out, to have people come alongside. That is definitely.

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00:04:39.120 --> 00:04:41.589

Brian Miller, PCC: you know, and it and

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00:04:41.880 --> 00:04:48.160

Brian Miller, PCC: it has to do because a and and the way the way I've moved from doing to being

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00:04:48.360 --> 00:04:52.350

Brian Miller, PCC: is that I have adopted a certain number of beliefs

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00:04:53.240 --> 00:04:59.019

Brian Miller, PCC: about the world, about the way the world works, maybe even particularly the Kingdom of God, works

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00:04:59.610 --> 00:05:02.209

Brian Miller, PCC: that based on those beliefs.

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00:05:02.480 --> 00:05:06.489

Brian Miller, PCC: I now think that they're acting as a coach

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00:05:06.610 --> 00:05:09.690

Brian Miller, PCC: is the most appropriate thing I can do, and

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00:05:09.810 --> 00:05:12.769

Brian Miller, PCC: many, if not most, situations.

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00:05:12.960 --> 00:05:17.379

Chad Hall, MCC: Yeah, it's more of an approach to life versus just an approach to

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00:05:17.500 --> 00:05:21.034

Chad Hall, MCC: you know this situation or that conversation?

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00:05:21.700 --> 00:05:24.429

Chad Hall, MCC: I'm curious. From the attendees.

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00:05:24.500 --> 00:05:43.009

Chad Hall, MCC: Where are you in this shift? And when did you make? If you, if you feel like you really are at the place of being a coach. When did you 1st notice that? I think for me? I noticed that when I went into teaching coaching I was probably coach for 10 years I would talk about this.

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00:05:43.040 --> 00:05:51.320

Chad Hall, MCC: but I don't think I had necessarily fully inhabited it, and I remember coaching or teaching coaching when I was at Western seminary.

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00:05:51.580 --> 00:05:59.519

Chad Hall, MCC: and realizing I have to make myself not coach, I have to have to tell myself. Don't ask the question right now, like

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00:05:59.580 --> 00:06:17.140

Chad Hall, MCC: you know, and what we mean by being a coach isn't necessarily that you're always starting every conversation with. And what would you like to focus on today? You know, it's more of a posture, a presence of a coach. But if folks who are attending can in the chat box, just let us know

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00:06:17.300 --> 00:06:20.260

Chad Hall, MCC: you think you're more in the doing, or more in the being.

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00:06:20.320 --> 00:06:24.569

Chad Hall, MCC: If you're more in the being. What signaled that for you.

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00:06:26.175 --> 00:06:31.030

Brian Miller, PCC: While people are doing that, I'll tell you. A signal from me was that I was on

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00:06:31.320 --> 00:06:33.790

Brian Miller, PCC: a couple of leadership boards.

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00:06:33.990 --> 00:06:41.279

Brian Miller, PCC: and I found that before I was a coach I would show up at the board meeting, thinking.

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00:06:41.580 --> 00:06:46.550

Brian Miller, PCC: Here's what I want to accomplish. Here's my agenda. Here's my idea.

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00:06:46.720 --> 00:06:52.720

Brian Miller, PCC: and let me see if I can get this idea through the board, so we can act upon it.

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00:06:52.930 --> 00:06:55.999

Brian Miller, PCC: After I became a coach

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00:06:56.250 --> 00:07:04.020

Brian Miller, PCC: I would show up these meetings, thinking, how can I facilitate this meeting in a way that the best ideas come up

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00:07:04.310 --> 00:07:08.420

Brian Miller, PCC: that we create ownership amongst us all to move forward.

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00:07:09.890 --> 00:07:13.739

Brian Miller, PCC: a a whole different way of showing up just completely.

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00:07:14.140 --> 00:07:15.540

Brian Miller, PCC: And and I think

70

00:07:15.870 --> 00:07:19.240

Brian Miller, PCC: you know, I I know that

71

00:07:19.670 --> 00:07:22.920

Brian Miller, PCC: people appreciated me more on boards

72

00:07:23.280 --> 00:07:25.670

Brian Miller, PCC: after I became a coach.

73

00:07:25.870 --> 00:07:26.260

Chad Hall, MCC: Yeah.

74

00:07:26.260 --> 00:07:27.930

Brian Miller, PCC: Than than before.

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00:07:28.100 --> 00:07:34.370

Chad Hall, MCC: And you know, I think that's I haven't been on the boards with you. That's probably true.

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00:07:34.739 --> 00:07:43.469

Chad Hall, MCC: And that's not always the case. It. It doesn't mean that. Oh, I became a becoming a coach is kinda like becoming a better person.

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00:07:43.910 --> 00:07:44.310

Chad Hall, MCC: Well.

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00:07:44.310 --> 00:07:44.720

Brian Miller, PCC: Oh!

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00:07:44.720 --> 00:07:51.200

Chad Hall, MCC: Maybe it ends. But like I'm thinking about the elder board that I lead right now at our local church.

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00:07:51.280 --> 00:08:01.970

Chad Hall, MCC: and I feel like I show up as a coach a lot. I don't know that it's always well received. People aren't used to that. They're used to people having an agenda trying to push their own agenda.

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00:08:02.372 --> 00:08:15.699

Chad Hall, MCC: You know that kind of thing versus more of a coaching facilitator kind of exploring. Approach. So it's not always, you know, people don't always like questions. For example, people don't always like

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00:08:15.720 --> 00:08:21.480

Chad Hall, MCC: a coach who's gonna try to get them to dig and move. And you know, consider.

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00:08:21.710 --> 00:08:30.900

Brian Miller, PCC: I remember in my preaching that somebody came up and said, You don't tell people what to do. You make them think. And I said, Oh, thank you, thank you. And they said, No, I don't like it.

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00:08:30.900 --> 00:08:33.030

Chad Hall, MCC: I don't like it. I don't want to think.

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00:08:33.695 --> 00:08:36.370

Brian Miller, PCC: That's true. I don't like it.

86

00:08:36.840 --> 00:08:47.309

Chad Hall, MCC: Alright. We got a few people who've responded, and a and a few who are well, many who are still considering. But as they still consider the question. We probably want to move on.

87

00:08:48.100 --> 00:08:49.520

Brian Miller, PCC: Yeah, I love it.

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00:08:49.920 --> 00:08:57.859

Brian Miller, PCC: So what does it mean to be a coach? So being a coach changes what you believe about the world in the place, and at any change in belief

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00:08:58.300 --> 00:09:03.589

Brian Miller, PCC: results in several changes in how we approach life. Talk about that minute a minute for a Chad

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00:09:04.262 --> 00:09:08.179

Brian Miller, PCC: has that ability to change belief.

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00:09:09.000 --> 00:09:13.649

Chad Hall, MCC: Ye? Yeah, if you become a coach, you know that means you have changed

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00:09:13.660 --> 00:09:16.690

Chad Hall, MCC: you. What you believe to be true about yourself.

93

00:09:16.940 --> 00:09:20.899

Chad Hall, MCC: your place in the world, how the world operates, how the world could operate.

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00:09:21.100 --> 00:09:31.180

Chad Hall, MCC: and when you have that kind of deep belief, change a deep shift in your beliefs that that's going to change just how you approach life more broadly.

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00:09:31.220 --> 00:09:47.679

Chad Hall, MCC: And you know, you think about that results cycle that we teach in a several of our classes where you know you change your beliefs well, that changes how you behave with people. It changes the quality of relationships, it changes the results, and that reinforces.

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00:09:47.700 --> 00:09:50.069

Chad Hall, MCC: you know the change in beliefs.

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00:09:50.180 --> 00:09:51.170

Chad Hall, MCC: So

98

00:09:51.810 --> 00:10:04.500

Chad Hall, MCC: if you notice that you're approaching life differently, that's probably a signal that you are more of a being, a coach versus the activity of doing, coaching.

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00:10:05.460 --> 00:10:09.150

Brian Miller, PCC: So let's take a look at the 1st of 5 here.

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00:10:10.100 --> 00:10:13.990

Brian Miller, PCC: I believe other people are just as capable

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00:10:14.280 --> 00:10:15.650

Brian Miller, PCC: as I am

102

00:10:15.730 --> 00:10:16.740

Brian Miller, PCC: now. If you just.

103

00:10:16.740 --> 00:10:17.460

Chad Hall, MCC: Days.

104

00:10:17.750 --> 00:10:18.200

Brian Miller, PCC: If you.

105

00:10:18.580 --> 00:10:19.340

Chad Hall, MCC: Believe that!

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00:10:19.340 --> 00:10:20.920

Brian Miller, PCC: If you took a poll

107

00:10:21.210 --> 00:10:30.179

Brian Miller, PCC: of people and said, Is this true or not true? I have a feeling. The majority of people would say, no.

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00:10:31.420 --> 00:10:38.100

Brian Miller, PCC: I don't believe that other people are just as capable as I am, no matter what their capabilities are.

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00:10:38.230 --> 00:10:41.389

Brian Miller, PCC: This is not a standard world belief

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00:10:41.650 --> 00:10:44.459

Brian Miller, PCC: that other people are just as capable as I am.

111

00:10:45.700 --> 00:10:46.320

Chad Hall, MCC: Yeah.

112

00:10:46.830 --> 00:10:52.989

Chad Hall, MCC: And the way these kind of flesh out, at least in my own life, I think I'm the one who put these slides together.

113

00:10:53.425 --> 00:10:58.470

Chad Hall, MCC: I'm not saying I've gotten rid of my Messiah complex, but I have dialed it down.

114

00:10:59.373 --> 00:11:02.340

Chad Hall, MCC: I am much more aware

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00:11:02.410 --> 00:11:08.960

Chad Hall, MCC: of my pride and my arrogance, masquerading as concern and help.

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00:11:09.060 --> 00:11:19.760

Chad Hall, MCC: And, by the way, we're all bunch of ministry leader types. We know this really well, we have this kind of Messiah complex. We're here to help. We care about people so much.

117

00:11:20.100 --> 00:11:25.489

Chad Hall, MCC: Well, at its worst, that becomes prideful and patronizing and

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00:11:25.976 --> 00:11:55.190

Chad Hall, MCC: diminishing of people versus uplifting and really believing in the nobility and capability of people. And so one really specific way, this plays out in my life. I'm not saying it needs to play on everybody's life is, I support charities that tend to honor the dignity of human agency versus those who those agencies or charities that support or create dependency.

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00:11:55.735 --> 00:12:00.390

Chad Hall, MCC: Cause. I realize a lot of charities, including Christian charities.

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00:12:00.580 --> 00:12:02.420

Chad Hall, MCC: They just like helping.

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00:12:02.530 --> 00:12:04.340

Chad Hall, MCC: They don't necessarily

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00:12:04.640 --> 00:12:06.160

Chad Hall, MCC: want to help

123

00:12:07.850 --> 00:12:10.249

Chad Hall, MCC: if that makes a distinction. But.

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00:12:10.250 --> 00:12:12.910

Brian Miller, PCC: Don't necessarily want to empower.

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00:12:14.340 --> 00:12:14.790

Chad Hall, MCC: Right.

126

00:12:14.790 --> 00:12:20.430

Brian Miller, PCC: Or or lift up, and they they probably don't think they they're not thinking we don't want to do that.

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00:12:20.970 --> 00:12:21.290

Chad Hall, MCC: Right.

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00:12:21.290 --> 00:12:27.089

Brian Miller, PCC: They just think, I mean, I think, of a book that was pretty influential to me was like when helping hurts.

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00:12:28.470 --> 00:12:32.149

Brian Miller, PCC: You can help people in a way that's not helpful to them.

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00:12:32.760 --> 00:12:34.650

Chad Hall, MCC: But might feel good to you.

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00:12:34.650 --> 00:12:39.529

Brian Miller, PCC: Oh, and it looks like help. I mean, we gave them everything we had.

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00:12:39.540 --> 00:12:44.850

Brian Miller, PCC: you know, but that's not that doesn't, and and talk a minute about

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00:12:45.340 --> 00:12:46.670

Brian Miller, PCC: agency

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00:12:46.930 --> 00:12:49.799

Brian Miller, PCC: that even as you're coaching Chad, you.

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00:12:50.475 --> 00:12:53.025

Brian Miller, PCC: I know this is big with both you and me

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00:12:53.330 --> 00:12:58.890

Brian Miller, PCC: that that we like to make sure our client understands that they have full agency.

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00:13:00.590 --> 00:13:03.430

Brian Miller, PCC: That they can make decisions that they can

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00:13:03.700 --> 00:13:04.980

Brian Miller, PCC: decide.

139

00:13:05.420 --> 00:13:06.000

Brian Miller, PCC: You know.

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00:13:06.000 --> 00:13:06.440

Chad Hall, MCC: Yeah.

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00:13:06.440 --> 00:13:08.709

Brian Miller, PCC: Move forward or not to move forward.

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00:13:09.370 --> 00:13:15.730

Chad Hall, MCC: Yeah, this, this concept that life doesn't just happen to you. You can happen to life. You you can have some

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00:13:16.526 --> 00:13:21.079

Chad Hall, MCC: control, some influence over life doesn't mean you have.

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00:13:21.220 --> 00:13:29.209

Chad Hall, MCC: you know, supreme control or influence over life. But you are an agent in life, not just a

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00:13:29.931 --> 00:13:46.660

Chad Hall, MCC: what's the in the in video games. They call it a non playable character the the Npc is just sort of going through the motions. The game is happening to that character. You can't play that character. You can't give that character in the video game agency.

146

00:13:46.890 --> 00:13:50.920

Chad Hall, MCC: Well, when you think of people as having agency, you think

147

00:13:51.140 --> 00:13:56.220

Chad Hall, MCC: they're capable. They're capable of growing, they're capable of becoming stronger.

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00:13:56.250 --> 00:14:04.529

Chad Hall, MCC: So I give example. I had this played out with a local charity that I worked with which was our local soup kitchen. And I,

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00:14:04.550 --> 00:14:11.190

Chad Hall, MCC: I said, You know, I tell you what I don't like. I don't like same people keep coming back every day for lunch for 12 years.

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00:14:11.690 --> 00:14:15.020

Chad Hall, MCC: It just, it seems like you're diminishing their humanity.

151

00:14:15.120 --> 00:14:25.420

Chad Hall, MCC: And I, by the way, I know the director of the Soup kitchen very well. I appreciated his wedding years ago and baptized his wife. I mean, we have a good relate. I need to baptize him.

152

00:14:25.430 --> 00:14:28.659

Chad Hall, MCC: but have a good relationship.

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00:14:28.820 --> 00:14:31.850

Chad Hall, MCC: and he said, Well, you gotta realize some of these people aren't capable.

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00:14:32.440 --> 00:14:33.260

Chad Hall, MCC: I was like.

155

00:14:34.970 --> 00:14:35.550

Brian Miller, PCC: Huh!

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00:14:35.810 --> 00:14:43.059

Chad Hall, MCC: And and, by the way, there are people who lack some capabilities. I I get that. There are people who are.

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00:14:43.340 --> 00:14:50.749

Chad Hall, MCC: you know, whether it's a a mental handicap, a physical handicap, not everybody's created equal. I'm not saying that.

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00:14:51.030 --> 00:14:52.559

Chad Hall, MCC: But are they capable?

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00:14:52.720 --> 00:14:53.560

Chad Hall, MCC: And

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00:14:54.450 --> 00:14:56.979

Chad Hall, MCC: I just kind of pushed him on that I was like, well.

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00:14:57.540 --> 00:15:01.259

Chad Hall, MCC: you know, seems like you might be keeping them weak.

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00:15:02.020 --> 00:15:03.160

Chad Hall, MCC: And

163

00:15:03.340 --> 00:15:08.690

Chad Hall, MCC: he he really thought about that for a while. He's like, well, you know, it's not really my job to.

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00:15:08.920 --> 00:15:10.430

Chad Hall, MCC: and I'm just to feed them.

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00:15:11.020 --> 00:15:23.140

Chad Hall, MCC: And again I just kind of pushed him on that to the point that he eventually expanded the soup kitchen. What they do so they have a a hope center now where people can

166

00:15:23.180 --> 00:15:34.480

Chad Hall, MCC: take showers kind of get ready. They give them transportation to job interviews. They give them transportation once they get a job. So the soup, kitchen part kind of became the front door

167

00:15:34.490 --> 00:15:37.889

Chad Hall, MCC: of really helping people become self-sufficient?

168

00:15:37.940 --> 00:15:42.760

Chad Hall, MCC: And does everybody go through the whole process and become self sufficient?
No.

169

00:15:42.850 --> 00:15:49.609

Chad Hall, MCC: but that idea of agency? And are people capable? And can we help them reach their capacity

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00:15:49.810 --> 00:15:53.649

Chad Hall, MCC: versus keeping them at a lower or diminished capacity?

171

00:15:53.830 --> 00:16:05.259

Chad Hall, MCC: I would never have thought about that if it weren't for coaching now. Maybe that's just because I'm slow. I don't know but when you're coaching people and you're not doing it for them.

172

00:16:05.580 --> 00:16:11.490

Chad Hall, MCC: But you're drawing it out so they can do it for themselves. That just begins to show up again.

173

00:16:11.710 --> 00:16:14.079

Chad Hall, MCC: Parenting, you know

174

00:16:14.310 --> 00:16:19.989

Chad Hall, MCC: we've we've come up with a mantra in our family of. Don't do something for your kid. They could do for themselves

175

00:16:20.210 --> 00:16:21.770

Chad Hall, MCC: because you keep them weak.

176

00:16:22.220 --> 00:16:23.280

Chad Hall, MCC: and

177

00:16:24.210 --> 00:16:25.750

Chad Hall, MCC: it's like, Well, I want to help.

178

00:16:26.140 --> 00:16:28.640

Chad Hall, MCC: Well, you're going to keep them weak. That's not helping

179

00:16:29.275 --> 00:16:31.899

Chad Hall, MCC: so that that's my soapbox.

180

00:16:32.160 --> 00:16:37.739

Brian Miller, PCC: It just changes your mindset on how to when to act, and and what would be the most helpful.

181

00:16:38.238 --> 00:16:45.209

Brian Miller, PCC: Because because I think anything in coaching. This is a distinction that helps us to think differently or more broadly.

182

00:16:45.660 --> 00:16:49.929

Brian Miller, PCC: And I just think our natural thought processes. You know, I'm happy to help.

183

00:16:51.330 --> 00:16:54.180

Brian Miller, PCC: and it's and sometimes people are happy to let you help.

184

00:16:55.210 --> 00:16:57.029

Chad Hall, MCC: And Jesus tells me to help.

185

00:16:57.270 --> 00:16:58.780

Brian Miller, PCC: And Jesus, and.

186

00:16:58.780 --> 00:16:59.730

Chad Hall, MCC: And he does.

187

00:16:59.730 --> 00:17:00.800

Brian Miller, PCC: He does.

188

00:17:00.980 --> 00:17:01.590

Chad Hall, MCC: Yeah.

189

00:17:02.010 --> 00:17:04.069

Brian Miller, PCC: And I need to have that mentality.

190

00:17:04.260 --> 00:17:08.600

Brian Miller, PCC: except that this idea of what's of agency

191

00:17:09.069 --> 00:17:10.599

Brian Miller, PCC: I love. I

192

00:17:11.520 --> 00:17:12.489

Brian Miller, PCC: I like your use of.

193

00:17:12.490 --> 00:17:13.540

Chad Hall, MCC: Other people

194

00:17:14.050 --> 00:17:15.920

Chad Hall, MCC: have bumped up against this.

195

00:17:15.920 --> 00:17:17.260

Brian Miller, PCC: I'm sure they have.

196

00:17:17.260 --> 00:17:20.869

Chad Hall, MCC: Prog, you know, as you've become more and more of a coach.

197

00:17:22.200 --> 00:17:25.030

Chad Hall, MCC: so before we move to number 2.

198

00:17:25.030 --> 00:17:25.605

Brian Miller, PCC: Yeah.

199

00:17:26.180 --> 00:17:29.340

Chad Hall, MCC: Thoughts or pushback opinions.

200

00:17:29.660 --> 00:17:31.050

Chad Hall, MCC: see it differently.

201

00:17:32.330 --> 00:17:33.610

Chad Hall, MCC: Still, with us.

202

00:17:34.100 --> 00:17:39.009

Brian Miller, PCC: And particularly as I'm coaching, I need to have a mindset that I believe they're capable

203

00:17:39.380 --> 00:17:40.859

Brian Miller, PCC: mean, we know that.

204

00:17:41.730 --> 00:17:46.159

Brian Miller, PCC: But but my mindset can immediately go to. You know what I would do.

205

00:17:46.850 --> 00:17:47.679

Chad Hall, MCC: Oh, yeah.

206

00:17:49.521 --> 00:17:50.779

Brian Miller, PCC: Or maybe I can help.

207

00:17:50.920 --> 00:17:51.810

Brian Miller, PCC: He read.

208

00:17:52.730 --> 00:17:56.529

Chad Hall, MCC: But again, and it feels really good to help it feels.

209

00:17:56.820 --> 00:17:59.850

Chad Hall, MCC: That's why I call it the Messiah complex.

210

00:18:00.730 --> 00:18:04.900

Chad Hall, MCC: I'm important. I get the help you need me that that

211

00:18:05.060 --> 00:18:06.969

Chad Hall, MCC: that strokes the ego.

212

00:18:09.650 --> 00:18:12.719

Chad Hall, MCC: All right. Everybody's keyboard is stuck or

213

00:18:12.890 --> 00:18:17.530

Chad Hall, MCC: well, actually, now see, Luke has his hand up. I forgot people could do that

214

00:18:17.940 --> 00:18:19.920

Chad Hall, MCC: I don't know. Should we allow him to talk.

215

00:18:20.710 --> 00:18:21.570

Brian Miller, PCC: Sure.

216

00:18:22.820 --> 00:18:24.999

Chad Hall, MCC: I'm I'm messing with loot.

217

00:18:25.220 --> 00:18:26.556

Coach Lucky Luciano: Hey? Can I talk?

218

00:18:27.200 --> 00:18:28.120

Chad Hall, MCC: Ahead, buddy.

219

00:18:28.120 --> 00:18:34.183

Coach Lucky Luciano: Yes, it's it's working different than normally with the zoom here. I know I'm reminded of.

220

00:18:35.320 --> 00:18:42.034

Coach Lucky Luciano: because we're involved in a charity. Well, Charity, a home for unwed mothers, my wife and I on the board.

221

00:18:42.570 --> 00:18:45.310

Coach Lucky Luciano: This really resonates Chad. I really like.

222

00:18:45.540 --> 00:18:49.240

Coach Lucky Luciano: There's people in there who will stay

223

00:18:49.460 --> 00:18:52.019

Coach Lucky Luciano: locked in, so we give them 2 years

224

00:18:52.320 --> 00:18:59.069

Coach Lucky Luciano: to get independent or agent have agency. But there are people who would stay there forever, and so that I thank you for

225

00:18:59.120 --> 00:19:03.660

Coach Lucky Luciano: bringing that point out. But I also wanted to say, I remember a long time ago, here in Dave Ramsey.

226

00:19:03.880 --> 00:19:08.309

Coach Lucky Luciano: use this wonderful illustration. One of his direct reports came into the office.

227

00:19:08.460 --> 00:19:14.049

Coach Lucky Luciano: and Ramsey could see this invisible monkey on the guy's shoulder, and he could tell if the guy wanted to leave it

228

00:19:14.210 --> 00:19:15.590

Coach Lucky Luciano: with Ramsey.

229

00:19:15.870 --> 00:19:17.870

Coach Lucky Luciano: and Ramsey said, my point

230

00:19:17.940 --> 00:19:22.500

Coach Lucky Luciano: here was that when he left the room he would take that monkey with him, but I would.

231

00:19:22.520 --> 00:19:24.390

Coach Lucky Luciano: providing some ideas.

232

00:19:24.410 --> 00:19:29.579

Coach Lucky Luciano: but he would have the monkey, but I knew he wanted to leave the monkey with me, the monkey being his problem.

233

00:19:29.800 --> 00:19:32.310

Coach Lucky Luciano: and I think that's a great illustration. I've

234

00:19:32.400 --> 00:19:36.529

Coach Lucky Luciano: it's sometimes I felt I felt that in coaching, especially in the early years, that

235

00:19:36.750 --> 00:19:43.029

Coach Lucky Luciano: but people just want to leave a lot of stuff with me, and then, because of the way I'm wired up, I hemorrhage over it emotionally, I

236

00:19:43.390 --> 00:19:43.935

Coach Lucky Luciano: and

237

00:19:44.600 --> 00:19:46.750

Coach Lucky Luciano: I remember my 1st mentor coach.

238

00:19:47.100 --> 00:19:53.909

Coach Lucky Luciano: I asked him. How much time you spend thinking about me, he says. Luch, I actually don't think about you till about an hour before, and even then that's

239

00:19:53.960 --> 00:19:58.559

Coach Lucky Luciano: that's not even a lot, because I've got 30 people I see in a given week.

240

00:19:58.820 --> 00:20:11.750

Coach Lucky Luciano: And because all his coaching was through the phone right at that time. So I thought I took that personally because I was coming from a clergy background. Thought well, you should be caring, he said. Well, I do care. I'm totally caring when I'm with you for that hour.

241

00:20:11.870 --> 00:20:18.659

Coach Lucky Luciano: but then I gotta move on to next. So I think he was. He was setting me up for agency. Let's put it that way.

242

00:20:19.250 --> 00:20:19.960

Chad Hall, MCC: Yeah.

243

00:20:20.400 --> 00:20:22.170

Chad Hall, MCC: I love it. Thanks. Luch.

244

00:20:23.130 --> 00:20:29.232

Brian Miller, PCC: No, that makes sense, too, and it's it's not only that the person who walks into Ramsey's office wants to leave there.

245

00:20:30.129 --> 00:20:37.919

Brian Miller, PCC: Monkey there. It's that the it's that most Ramsey's want. They just like I'll keep the monkey for a while.

246

00:20:38.630 --> 00:20:40.589

Brian Miller, PCC: and and we need to not

247

00:20:40.650 --> 00:20:44.580

Brian Miller, PCC: act that way. I love that. Here's the next one, I think, is really

248

00:20:44.730 --> 00:20:46.780

Brian Miller, PCC: it kind of goes off of

249

00:20:46.860 --> 00:20:48.110

Brian Miller, PCC: that 1st one.

250

00:20:48.700 --> 00:20:56.250

Brian Miller, PCC: I believe healthy people trust their own wisdom much more than they trust wisdom offered from others.

251

00:20:58.300 --> 00:21:00.109

Chad Hall, MCC: Yeah. And in in.

252

00:21:00.120 --> 00:21:07.140

Chad Hall, MCC: You could take this one too far, like anything. You could take it too far. You do have some people who are not healthy.

253

00:21:07.230 --> 00:21:09.180

Chad Hall, MCC: who trust their own wisdom.

254

00:21:09.420 --> 00:21:16.379

Chad Hall, MCC: You know I remember having a 6 year old like that once, who was pretty sure he was right.

255

00:21:17.195 --> 00:21:19.549

Chad Hall, MCC: About everything, but

256

00:21:19.560 --> 00:21:22.730

Chad Hall, MCC: talk on generally with healthy adults and whatnot.

257

00:21:23.575 --> 00:21:24.150

Chad Hall, MCC: I

258

00:21:24.290 --> 00:21:30.019

Chad Hall, MCC: you know this idea of. They they want to do what they tell themselves to do

259

00:21:30.030 --> 00:21:37.719

Chad Hall, MCC: more than what you tell them to do. And so this idea of this, so central to coaching that we facilitate

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00:21:37.820 --> 00:21:43.629

Chad Hall, MCC: people telling themselves what to do. Well. This means that I give less advice

261

00:21:43.750 --> 00:21:50.629

Chad Hall, MCC: because people don't really want my advice, or or at least the healthiest people are going to trust their own advice more than mine.

262

00:21:50.730 --> 00:22:00.400

Chad Hall, MCC: so I can invite them to deliberate their options, including if I offer an option, I'm gonna get them to deliberate on it. I'm gonna get them to

263

00:22:00.460 --> 00:22:03.709

Chad Hall, MCC: chew on it, process it, poke holes in it.

264

00:22:04.109 --> 00:22:08.390

Chad Hall, MCC: And then I'm cautious, you know, as the recipient of advice.

265

00:22:09.030 --> 00:22:18.240

Chad Hall, MCC: I'm kind of cautious when somebody offers advice, one if I didn't ask for it, and 2, unless they really know my context.

266

00:22:18.370 --> 00:22:23.300

Chad Hall, MCC: and they can express some sort of empathy of you know. I know what it's like to be

267

00:22:23.700 --> 00:22:28.339

Chad Hall, MCC: and give an example of this. A few weeks ago my wife and I shared some

268

00:22:28.430 --> 00:22:39.050

Chad Hall, MCC: very challenging news with our Sunday School class, most of whom held it very well, and responded, the way that you would want mature Christians to respond.

269

00:22:39.130 --> 00:22:42.850

Chad Hall, MCC: But of course we had a few people who tried to fix it.

270

00:22:42.910 --> 00:22:50.689

Chad Hall, MCC: and so they, you know, either in the class or after the class. And well, what you need to do is all you need to do is

271

00:22:50.830 --> 00:22:51.910

Chad Hall, MCC: well.

272

00:22:52.090 --> 00:22:56.989

Chad Hall, MCC: here's how my uncle handled it, you know, whatever it is. And

273

00:22:57.160 --> 00:22:58.020

Chad Hall, MCC: again

274

00:22:58.410 --> 00:23:16.039

Chad Hall, MCC: I I've given myself permission to trust my own wisdom more than I trust somebody who's just offering it doesn't mean we can't go to people, for wisdom doesn't mean we can't have mentors doesn't mean we shouldn't learn from others. It just means in the dynamic between, you know, 2 people.

275

00:23:17.140 --> 00:23:22.649

Chad Hall, MCC: You want to facilitate them, telling themselves what to do more than you telling them what to do.

276

00:23:23.210 --> 00:23:30.409

Brian Miller, PCC: No, this this resonates. I couple of things that pop into my mind. Last last week I was talking to a family member

277

00:23:30.720 --> 00:23:39.570

Brian Miller, PCC: who wanted me to share some things I'm like, oh, I'll share some things. And then he immediately began to tell me how I should think about those things.

278

00:23:39.790 --> 00:23:41.570

Brian Miller, PCC: and that is when I got mad.

279

00:23:42.513 --> 00:23:47.790

Brian Miller, PCC: It's when I said, No, no, thanks.

280

00:23:47.980 --> 00:23:50.489

Brian Miller, PCC: I'm trusting my own wisdom here. I

281

00:23:50.871 --> 00:23:55.140

Brian Miller, PCC: I don't. This is not why I wanted to talk so you could explain things to me.

282

00:23:55.640 --> 00:24:04.960

Brian Miller, PCC: And then I also think about. When I was in my early twenties I was mentoring a a guy just somewhat younger than me, and I just begin to notice that.

283

00:24:05.558 --> 00:24:07.649

Brian Miller, PCC: When we would discuss things

284

00:24:07.690 --> 00:24:14.519

Brian Miller, PCC: he always believed exactly what I did. Well, here's what I think about this, and he's like, Oh, I think exactly the same.

285

00:24:14.700 --> 00:24:24.600

Brian Miller, PCC: So I started making stuff up. I began to say exactly what I didn't think and he'd go. Yeah, I think exactly the same. And I'd be like, Well, I don't.

286

00:24:25.530 --> 00:24:27.260

Brian Miller, PCC: and honestly

287

00:24:27.630 --> 00:24:32.449

Brian Miller, PCC: well, and and and he to this day has developed his own wisdom.

288

00:24:32.750 --> 00:24:33.270

Chad Hall, MCC: Hmm.

289

00:24:33.270 --> 00:24:37.839

Brian Miller, PCC: You know, and I don't always agree with his wisdom, but I look back and think.

290

00:24:38.560 --> 00:24:41.440

Brian Miller, PCC: if I dare say I did him a great favor

291

00:24:41.580 --> 00:24:44.639

Brian Miller, PCC: that he began working on. What does he think?

292

00:24:45.240 --> 00:24:48.389

Brian Miller, PCC: And he's a top leader now, and and

293

00:24:48.530 --> 00:24:50.339

Brian Miller, PCC: one reason is because

294

00:24:50.590 --> 00:24:51.840

Brian Miller, PCC: I believe

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00:24:51.850 --> 00:24:56.409

Brian Miller, PCC: that he should trust his own wisdom more than he should trust my wisdom.

296

00:24:57.360 --> 00:25:03.170

Chad Hall, MCC: And if he can't, he needs to develop into someone with enough wisdom that he can trust his own wisdom.

297

00:25:04.220 --> 00:25:05.420

Brian Miller, PCC: Say that again.

298

00:25:05.930 --> 00:25:10.800

Chad Hall, MCC: Well, if if he shouldn't trust his own wisdom, and that is, if he's just not very wise.

299

00:25:10.990 --> 00:25:27.070

Chad Hall, MCC: then you want him to develop into the kind of person who should trust his own wisdom cause he is wise enough to trust his own with, that is, he's a critical thinker. He can, you know, engage in his own challenges in a thoughtful way. He knows how to go, and sort of

300

00:25:27.200 --> 00:25:32.669

Chad Hall, MCC: skim or glean wisdom from other people, you know in a in a right way.

301

00:25:33.181 --> 00:25:36.620

Chad Hall, MCC: Because otherwise you leave people as fools.

302

00:25:36.720 --> 00:25:39.229

Chad Hall, MCC: you know, fools with borrowed wisdom.

303

00:25:39.290 --> 00:25:42.779

Chad Hall, MCC: and which I guess is probably better than just being a fool.

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00:25:42.910 --> 00:25:44.980

Chad Hall, MCC: But I mean eventually you want

305

00:25:45.240 --> 00:25:46.710

Chad Hall, MCC: folks to mature.

306

00:25:47.600 --> 00:26:03.459

Brian Miller, PCC: Yeah, we want people to mature. And I think that's a word that I'm using more and more often is that there's some immaturity here. There's some immaturity in the way you're using your gifts. There's some immaturity in the way you're communicating, and I don't mean you're a child.

307

00:26:03.973 --> 00:26:12.240

Brian Miller, PCC: Just mean that we can grow to be more mature and and show up better and and do better together.

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00:26:12.480 --> 00:26:14.859

Brian Miller, PCC: And we, you know, we need that

309

00:26:15.050 --> 00:26:24.949

Brian Miller, PCC: across the board, and I just don't hear people using the word maturity. Maybe they think it's offensive. I'm not. Everybody's offended by everything these days. But

310

00:26:25.423 --> 00:26:32.429

Brian Miller, PCC: no, I I think that's and that's why we need to mature. Because I want you to trust your own wisdom

311

00:26:32.790 --> 00:26:35.129

Brian Miller, PCC: and have that that feel to it.

312

00:26:35.270 --> 00:26:38.759

Brian Miller, PCC: Let's keep going forward here is, make sure we get through in our hour.

313

00:26:39.665 --> 00:26:44.160

Brian Miller, PCC: Number 3 chat. I believe it's best to engage without trying to control.

314

00:26:44.510 --> 00:26:47.260

Brian Miller, PCC: This affects how I show up in relationships.

315

00:26:47.490 --> 00:26:48.090

Chad Hall, MCC: Hmm.

316

00:26:48.820 --> 00:26:55.840

Chad Hall, MCC: yeah, I think the false dichotomy that I'm often faced with is that to engage is to try to control.

317

00:26:56.400 --> 00:27:00.469

Chad Hall, MCC: to not control means I have to disengage.

318

00:27:00.500 --> 00:27:04.289

Chad Hall, MCC: So it's it's a very all or nothing sort of dynamic.

319

00:27:05.120 --> 00:27:06.400

Chad Hall, MCC: But that

320

00:27:06.550 --> 00:27:07.320

Chad Hall, MCC: that

321

00:27:08.500 --> 00:27:14.739

Chad Hall, MCC: place of it's not exactly a paradox, but it's oh, I'm going to engage this

322

00:27:15.390 --> 00:27:19.430

Chad Hall, MCC: situation, conversation, person, whatever it is.

323

00:27:19.960 --> 00:27:25.490

Chad Hall, MCC: But but I'm not here to try to control it or them or the outcome.

324

00:27:25.700 --> 00:27:31.459

Chad Hall, MCC: So I can engage without controlling. And that's the that's the sweet spot of how to show up.

325

00:27:31.590 --> 00:27:36.519

Chad Hall, MCC: And so, yeah, this affects all kinds of relationships. And

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00:27:36.540 --> 00:27:38.459

Chad Hall, MCC: it also means

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00:27:39.210 --> 00:27:44.069

Chad Hall, MCC: you know, this is gonna make me more aware of when people are trying to control me

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00:27:44.300 --> 00:27:51.059

Chad Hall, MCC: again. Kind of back to the advice or the unsolicited advice, but also people who are just kind of bullying.

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00:27:51.210 --> 00:27:54.360

Chad Hall, MCC: you know, as if you're in a team meeting. And

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00:27:54.440 --> 00:27:58.849

Chad Hall, MCC: you know we're processing some different options.

331

00:27:59.990 --> 00:28:07.609

Chad Hall, MCC: and you've got somebody who's just trying to control. They're not collaborating. I mean, one of my favorite words lately is just collaborate.

332

00:28:07.710 --> 00:28:12.792

Chad Hall, MCC: and I I see it on the screen. That's why it's on there. That's 1 of my favorite words.

333

00:28:13.330 --> 00:28:17.339

Chad Hall, MCC: the the mature person can co-labor

334

00:28:18.020 --> 00:28:21.179

Chad Hall, MCC: so we can knock ideas around. We can

335

00:28:21.540 --> 00:28:26.850

Chad Hall, MCC: kind of straw man Steelman kind of, you know, different options

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00:28:26.890 --> 00:28:30.640

Chad Hall, MCC: because we're working together to get to a solution.

337

00:28:30.740 --> 00:28:39.019

Chad Hall, MCC: The person who's incapable of collaborating will just try to control. So they'll tend to be the All or nothing person.

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00:28:39.060 --> 00:28:40.970

Chad Hall, MCC: I'm either gonna get my way

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00:28:41.480 --> 00:28:42.980

Chad Hall, MCC: or I'm just gonna back off.

340

00:28:43.390 --> 00:28:57.649

Chad Hall, MCC: I saw this again in a church meeting a few months ago, when one of our pastors did this. He's like, well, I just don't think we should blah blah blah, and people like well, I don't know. The other side is, you know this, that and the other he's like, well, fine! Fine!

341

00:28:58.330 --> 00:29:00.950

Chad Hall, MCC: It's like Whoa! That's that's not.

342

00:29:01.510 --> 00:29:04.369

Chad Hall, MCC: you know. You. You can stay engaged

343

00:29:04.450 --> 00:29:06.349

Chad Hall, MCC: in the conversation.

344

00:29:06.870 --> 00:29:18.430

Chad Hall, MCC: you know, controlling it. Getting your way isn't just the only way to to be in it, and that was a very explicit example. But I think there are a lot more subtle ways that we do this, too.

345

00:29:18.844 --> 00:29:23.180

Chad Hall, MCC: And just trying to get our way, trying to control things.

346

00:29:23.480 --> 00:29:34.409

Brian Miller, PCC: I I saw the same thing just the other day. There was a Church Board meeting, and the and the board said, We want they. This was specific. They wanted the announcements in the middle of the service.

347

00:29:34.890 --> 00:29:38.230

Brian Miller, PCC: and the pastor said, If you put it in the middle of the service, I quit.

348

00:29:39.430 --> 00:29:40.330

Chad Hall, MCC: Wow!

349

00:29:41.440 --> 00:29:44.644

Brian Miller, PCC: And you know it's interesting. I was looking at

350

00:29:45.120 --> 00:29:48.979

Brian Miller, PCC: Thomas Kilman's conflict awareness.

351

00:29:49.130 --> 00:29:56.860

Brian Miller, PCC: and there's 2 levers to how you show up in conflict, and one is assertive. How assertive are you?

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00:29:57.260 --> 00:30:10.060

Brian Miller, PCC: And we tend to think that's the only lever I need to be less assertive, you know, if I don't want to control, then I need to be less assertive. But the other lever that you have is how cooperative you are.

353

00:30:10.210 --> 00:30:21.249

Brian Miller, PCC: And so you use collaborate which on Thomas Kilman is, if I get my hands in right spot, is up here, it is the most assertive and the most cooperative.

354

00:30:21.350 --> 00:30:25.690

Brian Miller, PCC: You don't have to be less assertive, to be more cooperative.

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00:30:26.050 --> 00:30:27.500

Brian Miller, PCC: mind blown.

356

00:30:27.950 --> 00:30:28.560

Brian Miller, PCC: It's like.

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00:30:28.965 --> 00:30:30.179

Chad Hall, MCC: Different axes. Yeah.

358

00:30:30.180 --> 00:30:32.610

Brian Miller, PCC: Yeah, I don't have to say

359

00:30:32.890 --> 00:30:38.349

Brian Miller, PCC: I don't have to, you know. Oh, you gotta put the announcements until the service. I don't have to say.

360

00:30:38.490 --> 00:30:45.390

Brian Miller, PCC: Okay, that's fine. I'm I can't control everything here I can maintain if that's not what I want.

361

00:30:45.510 --> 00:30:49.179

Brian Miller, PCC: But I can also up my cooperativeness to say.

362

00:30:49.578 --> 00:30:56.779

Brian Miller, PCC: I'm not. I don't want to control this. I want us to come to some conclusion, because this is how things get done in groups.

363

00:30:57.160 --> 00:31:08.499

Brian Miller, PCC: We are best, you know. Sometimes we need somebody to to, you know. Lead us and say this, what we're doing. But most of the time we need somebody that helps us collaborate

364

00:31:08.570 --> 00:31:11.119

Brian Miller, PCC: so that we can all take ownership.

365

00:31:11.604 --> 00:31:17.950

Brian Miller, PCC: And and certainly we live in a day today where it seems like we, we certainly are more polarized.

366

00:31:18.330 --> 00:31:20.760

Brian Miller, PCC: and that's the that's the sense of

367

00:31:20.880 --> 00:31:24.320

Brian Miller, PCC: you know, you're definitely seeing more and more control.

368

00:31:24.700 --> 00:31:27.819

Brian Miller, PCC: And the other opposite is like, well, let's don't argue.

369

00:31:28.120 --> 00:31:30.549

Brian Miller, PCC: No, let's argue

370

00:31:30.810 --> 00:31:34.010

Brian Miller, PCC: in the best way and come to a group.

371

00:31:34.130 --> 00:31:38.190

Brian Miller, PCC: You know that we can move forward together. This is, I think.

372

00:31:38.520 --> 00:31:41.579

Brian Miller, PCC: the heart of this. I love it. It's important.

373

00:31:41.730 --> 00:31:49.219

Chad Hall, MCC: Yeah, I see Christine's comment about this is a maturity issue. I think that's right. And that's also why maturity isn't an age thing.

374

00:31:49.460 --> 00:31:54.750

Chad Hall, MCC: Because, you see people of all ages who are in different levels of of

375

00:31:55.460 --> 00:32:03.070

Chad Hall, MCC: maturity. But again, Co being a coach kind of circling us back to the main point of this whole webinar

376

00:32:03.560 --> 00:32:05.539

Chad Hall, MCC: being a coach, has

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00:32:05.550 --> 00:32:08.739

Chad Hall, MCC: has helped me see the world more this way.

378

00:32:09.150 --> 00:32:10.310

Chad Hall, MCC: A n

379

00:32:10.969 --> 00:32:15.919

Chad Hall, MCC: that also gives me a lot of empathy for folks who don't see it this way.

380

00:32:15.950 --> 00:32:20.859

Chad Hall, MCC: Yeah, they haven't had 25 years of coach training, and like

381

00:32:20.880 --> 00:32:28.180

Chad Hall, MCC: drilling it into your head. Hey? Trust the process facilitate. You know all this kind of stuff.

382

00:32:28.400 --> 00:32:35.679

Chad Hall, MCC: you know, I think, the sort of primitive man is control or be controlled.

383

00:32:35.720 --> 00:32:55.170

Chad Hall, MCC: you know, control or just, you know, you know, roll over. That's a that's a natural starting point. It's not a very helpful stopping point, but it's a natural starting point. And so sometimes even just demonstrating this and modeling it with others with compassion and empathy.

384

00:32:55.905 --> 00:33:09.759

Chad Hall, MCC: Can help them kind of up their game a again, because they're not gonna be a coach. They're they're not gonna go through that process. And but they can still maybe engage without controlling.

385

00:33:10.270 --> 00:33:15.549

Brian Miller, PCC: Well, it reminds me of when we 1st started teaching leadership there, we we talk about.

386

00:33:15.780 --> 00:33:20.050

Brian Miller, PCC: you know, most people think there's 2 kinds of leadership, command and demand.

387

00:33:20.240 --> 00:33:23.460

Brian Miller, PCC: I'm in charge, and you just need to keep your mouth shut

388

00:33:23.470 --> 00:33:25.449

Brian Miller, PCC: and abstain and refrain.

389

00:33:25.550 --> 00:33:28.869

Brian Miller, PCC: I'm just not gonna rock the boat here. I'm just not gonna

390

00:33:29.210 --> 00:33:34.559

Brian Miller, PCC: I'm not gonna not gonna try to upset anybody. I'll try to make everybody like me.

391

00:33:34.670 --> 00:33:36.620

Brian Miller, PCC: And this is a 3rd way.

392

00:33:36.890 --> 00:33:38.979

Brian Miller, PCC: There is a 3rd way.

393

00:33:39.130 --> 00:33:44.490

Brian Miller, PCC: which is to say, I will lead us through the process of

394

00:33:44.600 --> 00:33:46.930

Brian Miller, PCC: of engagement, of of let's

395

00:33:46.980 --> 00:33:48.389

Brian Miller, PCC: let's engage.

396

00:33:48.450 --> 00:33:52.740

Brian Miller, PCC: Let's come to some conclusions together. There's there's all kinds of ways of doing it.

397

00:33:53.230 --> 00:33:57.249

Brian Miller, PCC: But this is a belief that I don't think is just a standard.

398

00:33:57.560 --> 00:34:00.639

Brian Miller, PCC: and it came for me out of coaching for sure and

399

00:34:01.050 --> 00:34:02.970

Brian Miller, PCC: changed. How I show up.

400

00:34:03.340 --> 00:34:07.309

Brian Miller, PCC: you know, as as all kinds of ways. But even as a citizen.

401

00:34:08.139 --> 00:34:08.610

Brian Miller, PCC: you know.

402

00:34:08.610 --> 00:34:09.190

Chad Hall, MCC: Yeah.

403

00:34:09.330 --> 00:34:15.899

Chad Hall, MCC: yeah, I think it's helped me become much less or to much less identify with

404

00:34:16.060 --> 00:34:20.659

Chad Hall, MCC: ideas or solutions, or those kinds of things like.

405

00:34:21.130 --> 00:34:24.419

Chad Hall, MCC: because when we're considering possibilities.

406

00:34:24.600 --> 00:34:29.550

Chad Hall, MCC: if you're too wed to one of them, you're gonna be biased and you're gonna try to control.

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00:34:30.050 --> 00:34:36.500

Chad Hall, MCC: So if you just don't fall in love or get too enamored with any one idea. But you let the process kind of do its work

408

00:34:36.620 --> 00:34:42.160

Chad Hall, MCC: to really refine the best idea, the best way, the best solution to the way forward.

409

00:34:42.654 --> 00:34:48.269

Chad Hall, MCC: So that I'm going to engage. But if I get to controlling. I'm trying to

410

00:34:48.703 --> 00:34:55.219

Chad Hall, MCC: get my way. This helps me be maybe more objective is a way to to put it.

411

00:34:55.630 --> 00:34:57.019

Brian Miller, PCC: Like it's so helpful.

412

00:34:58.430 --> 00:35:05.440

Brian Miller, PCC: Number 4 is, I believe process is at least as important as ideas.

413

00:35:06.410 --> 00:35:07.569

Brian Miller, PCC: I love this one.

414

00:35:07.970 --> 00:35:11.920

Chad Hall, MCC: And I think I just gave a preview to this talking about.

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00:35:11.920 --> 00:35:20.909

Brian Miller, PCC: No, I think this is an out propping of what we were just talking about, but I mean it. They they all kind of go together in the same pod. It feels like.

416

00:35:21.950 --> 00:35:23.780

Chad Hall, MCC: Would be kind of weird if they didn't.

417

00:35:23.780 --> 00:35:24.650

Brian Miller, PCC: Yeah.

418

00:35:24.650 --> 00:35:35.040

Chad Hall, MCC: Yeah, something will be an outlier. Yeah. So for me, this is really I guess most notable in groups.

419

00:35:35.110 --> 00:35:39.639

Chad Hall, MCC: So am I going to use my energy to help us process things

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00:35:40.258 --> 00:35:49.880

Chad Hall, MCC: rather than waste my energy, because they're not listening to me. And it's just a lot more fruitful to

421

00:35:50.840 --> 00:35:56.000

Chad Hall, MCC: process things. By the way, process doesn't mean go in circles.

422

00:35:56.250 --> 00:35:57.760

Chad Hall, MCC: Process means

423

00:35:57.840 --> 00:36:03.449

Chad Hall, MCC: move through the process. You know, we're we're getting somewhere.

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00:36:03.966 --> 00:36:05.800

Chad Hall, MCC: We're not. We're not just

425

00:36:05.900 --> 00:36:09.800

Chad Hall, MCC: hurrying up and reaching decision. But we're also not

426

00:36:09.960 --> 00:36:12.030

Chad Hall, MCC: in a blender where we're just.

427

00:36:12.290 --> 00:36:15.430

Chad Hall, MCC: you know, churning without really getting anywhere.

428

00:36:15.898 --> 00:36:25.159

Chad Hall, MCC: So if I can in a group help us kind of notice. Okay, where are we in the decision? What decision are we trying to make? What's really the issue.

429

00:36:25.270 --> 00:36:32.850

Chad Hall, MCC: Wait a minute. What you just said is a different issue than the one we started with. Like that kind of energy that way of showing up

430

00:36:33.240 --> 00:36:39.809

Chad Hall, MCC: brings, I think, more value than well. Oh, yeah. Well, here's my good idea. Oh, yeah. Well, here's another good idea.

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00:36:39.820 --> 00:36:41.750

Chad Hall, MCC: Well, what about this way forward?

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00:36:41.950 --> 00:36:48.449

Chad Hall, MCC: And so just being kind of the process expert versus the content expert, I think, brings a lot of value.

433

00:36:49.030 --> 00:36:55.190

Brian Miller, PCC: No, and I and I want to say, and maybe you can push back. But I want to say I believe process is more important

434

00:36:55.550 --> 00:36:57.010

Brian Miller, PCC: than ideas.

435

00:36:57.808 --> 00:37:02.579

Brian Miller, PCC: There's always gonna be ideas. And that's part of the problem. And so I I

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00:37:02.930 --> 00:37:07.749

Brian Miller, PCC: I'm I'm an interim pastor right now. I went to one of my 1st board meetings

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00:37:07.760 --> 00:37:13.539

Brian Miller, PCC: and oh, my gosh! It was like 3 h long, and it was with 3 h long, because

438

00:37:14.720 --> 00:37:16.220

Brian Miller, PCC: I've got an idea.

439

00:37:16.410 --> 00:37:19.339

Brian Miller, PCC: I've got an idea. I've got an idea. It's just like.

440

00:37:20.110 --> 00:37:22.490

Brian Miller, PCC: what are we working on?

441

00:37:24.290 --> 00:37:25.190

Brian Miller, PCC: That's

442

00:37:26.260 --> 00:37:28.809

Brian Miller, PCC: the process. These ideas

443

00:37:29.050 --> 00:37:30.359

Brian Miller, PCC: are painful.

444

00:37:30.950 --> 00:37:33.649

Brian Miller, PCC: What is it we want to accomplish.

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00:37:34.480 --> 00:37:40.069

Brian Miller, PCC: and then we'll have a process for taking some ideas and helping them

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00:37:40.110 --> 00:37:42.210

Brian Miller, PCC: move us toward progress.

447

00:37:42.710 --> 00:37:48.500

Brian Miller, PCC: And and then I don't think we'll have to have 3 h meetings if we at least know what we're trying to accomplish

448

00:37:48.930 --> 00:37:50.649

Brian Miller, PCC: as opposed to.

449

00:37:50.910 --> 00:37:54.319

Brian Miller, PCC: Here's an idea that might help us accomplish this like.

450

00:37:57.040 --> 00:38:02.560

Chad Hall, MCC: Are you talking about people having ideas that are like in no way attached to the agenda

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00:38:03.380 --> 00:38:03.900

Chad Hall, MCC: or.

452

00:38:04.420 --> 00:38:05.199

Brian Miller, PCC: Close. There's like.

453

00:38:05.200 --> 00:38:06.470

Chad Hall, MCC: Different topics.

454

00:38:06.720 --> 00:38:08.629

Brian Miller, PCC: Because there's no goals.

455

00:38:08.710 --> 00:38:12.589

Brian Miller, PCC: and there's no particular. The goals are part of process.

456

00:38:12.740 --> 00:38:24.360

Brian Miller, PCC: right? We set a goal. That's part of our process. We know where we want to go, and we know what we need to discuss, because we want to try to get to this point. And we had some ideas that we're trying to make work.

457

00:38:24.610 --> 00:38:27.479

Brian Miller, PCC: How are these ideas working or not working?

458

00:38:27.550 --> 00:38:37.940

Brian Miller, PCC: But when you don't have a process, ideas are the bane of existence. You know there's no shortage of ideas.

459

00:38:38.060 --> 00:38:38.710

Chad Hall, MCC: Yeah.

460

00:38:38.710 --> 00:38:41.559

Brian Miller, PCC: And it's surprising to me that they don't.

461

00:38:41.690 --> 00:38:44.920

Brian Miller, PCC: You know. It's easy for me to go into this board meeting and think

462

00:38:45.190 --> 00:38:47.020

Brian Miller, PCC: what's wrong with these people.

463

00:38:47.580 --> 00:38:50.589

Brian Miller, PCC: It's just simple, but it's not simple.

464

00:38:50.640 --> 00:38:55.749

Brian Miller, PCC: There's a belief here that process is as important as ideas.

465

00:38:55.820 --> 00:39:01.420

Brian Miller, PCC: And I can. You know I can. I can come in with the idea of process, not the idea, but

466

00:39:02.153 --> 00:39:03.140

Brian Miller, PCC: and and.

467

00:39:03.140 --> 00:39:03.580

Chad Hall, MCC: Value.

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00:39:03.580 --> 00:39:06.400

Brian Miller, PCC: Such a help and be such a help to the group

469

00:39:06.940 --> 00:39:10.610

Brian Miller, PCC: without even it being my idea. What's my idea?

470

00:39:10.610 --> 00:39:18.609

Chad Hall, MCC: Yeah. And, Brian, let's let's unpack this a little bit, and folks chime in with this, too. Look, what do we even mean by process. Because one thing I just heard you say

471

00:39:18.670 --> 00:39:21.509

Chad Hall, MCC: kind of reading between the lines is

472

00:39:23.040 --> 00:39:25.399

Chad Hall, MCC: talking about one thing at a time.

473

00:39:26.330 --> 00:39:26.729

Brian Miller, PCC: And then.

474

00:39:26.730 --> 00:39:28.280

Chad Hall, MCC: That's a process.

475

00:39:28.420 --> 00:39:32.290

Chad Hall, MCC: you know that that's where you are valuing the process

476

00:39:32.500 --> 00:39:36.750

Chad Hall, MCC: of what are we talking about? We're talking about this. That means we're not talking about that

477

00:39:37.000 --> 00:39:40.249

Chad Hall, MCC: or that other thing. It's 1 topic at a time

478

00:39:40.530 --> 00:39:44.450

Chad Hall, MCC: identifying what it is, having productive discussion.

479

00:39:45.190 --> 00:39:50.539

Chad Hall, MCC: What are we aiming for? We aiming for a solution? Are we just trying to share information?

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00:39:50.580 --> 00:39:55.980

Chad Hall, MCC: You know, how would we know criteria for a good solution? Those kinds of things.

481

00:39:56.350 --> 00:39:59.340

Brian Miller, PCC: One way we use process at Cam is that

482

00:39:59.760 --> 00:40:17.779

Brian Miller, PCC: we have a list of things to discuss, and then we look at the list and decide which one is the most important to discuss. Now, while that seems so simple. And to me it's just like, Oh, that just makes so much sense. Most meetings I am I am in. We discuss the 1st thing that someone brings up.

483

00:40:18.210 --> 00:40:20.069

Brian Miller, PCC: We discuss it for a while.

484

00:40:20.320 --> 00:40:25.629

Brian Miller, PCC: and then sometimes that's the whole meeting. And it's like we didn't even get to the thing we wanted to talk about.

485

00:40:25.640 --> 00:40:28.920

Brian Miller, PCC: So there's a process of what are we going to discuss?

486

00:40:29.240 --> 00:40:36.580

Brian Miller, PCC: Another process that I find really important, particularly in in organizations is, how are we going to make a decision?

487

00:40:37.000 --> 00:40:44.409

Brian Miller, PCC: Are we gonna do it by consensus? We're gonna take a majority vote is the leader. Gonna take all the ideas and then make a decision.

488

00:40:44.790 --> 00:40:50.919

Brian Miller, PCC: How is it decided? And I found that that can be a huge point of contention

489

00:40:50.980 --> 00:40:57.159

Brian Miller, PCC: amongst the group is, you know, why did they even ask me what I wanted if they were, gonna decide for themselves?

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00:40:57.330 --> 00:41:00.160

Brian Miller, PCC: Because that's 1 way to process.

491

00:41:01.260 --> 00:41:04.639

Brian Miller, PCC: And if you understood, that's how the process worked.

492

00:41:05.643 --> 00:41:17.789

Brian Miller, PCC: I don't know that, didn't I? But but that's that's I see that all the time as a coach, as a leadership coach. I bring that up to people is they don't know. They don't know how decisions are made.

493

00:41:18.170 --> 00:41:20.239

Brian Miller, PCC: They don't understand the process.

494

00:41:20.630 --> 00:41:21.290

Chad Hall, MCC: Yeah.

495

00:41:21.940 --> 00:41:28.460

Chad Hall, MCC: Another place. I've brought process in lately to to some group, whether I'm a part of the group or coaching the group.

496

00:41:29.474 --> 00:41:33.849

Chad Hall, MCC: I'm thinking specifically when I'm not the coach, I'm I'm a participant.

497

00:41:35.380 --> 00:41:40.439

Chad Hall, MCC: we'll have an issue to discuss, and this tends to be when there are

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00:41:41.030 --> 00:41:44.799

Chad Hall, MCC: like a clear this or that. So

499

00:41:47.330 --> 00:41:56.740

Chad Hall, MCC: we're getting recall a new lead pastor at our local congregation. And so I met with our Consistory a few weeks ago to facilitate that

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00:41:56.790 --> 00:42:01.620

Chad Hall, MCC: discussion of, Okay, are we good with this guy? Do we want to move it forward to a Congregational vote?

501

00:42:01.850 --> 00:42:02.694

Chad Hall, MCC: And

502

00:42:03.860 --> 00:42:07.830

Chad Hall, MCC: you know, you got 20 people in the room. How do you process that?

503

00:42:08.140 --> 00:42:12.570

Chad Hall, MCC: So what I've started doing and what I did in that meeting is I said, Okay.

504

00:42:12.710 --> 00:42:16.279

Chad Hall, MCC: I want you to, based on what you know about him.

505

00:42:16.340 --> 00:42:22.049

Chad Hall, MCC: because we've all got the bio. We've all had some discussion just where you are right. Now.

506

00:42:22.240 --> 00:42:26.809

Chad Hall, MCC: let's let's do a check-in before we even start discussing it.

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00:42:27.470 --> 00:42:35.790

Chad Hall, MCC: A scale of one to 5. How convinced are you that this is the guy who needs to be our next lead. Pastor a 1 is

508

00:42:36.170 --> 00:42:43.249

Chad Hall, MCC: 5 is absolutely. By the way, that's not where you're going to end this evening, but it's where you're beginning.

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00:42:43.740 --> 00:42:49.529

Chad Hall, MCC: and it was really interesting. You know. Anybody who wasn't paying attention said, Well, I think we should talk about it first.st

510

00:42:50.020 --> 00:42:59.640

Chad Hall, MCC: I was like, this is us talking about it. The process is, let's see where people are quickly. And now we kind of know how to discuss it.

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00:43:00.341 --> 00:43:07.160

Chad Hall, MCC: We're going to discuss it. And oh, okay. And we saw, oh, everybody was fours and fives.

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00:43:07.370 --> 00:43:08.780

Chad Hall, MCC: It's like, Okay.

513

00:43:08.830 --> 00:43:10.900

Chad Hall, MCC: why are you? A 4 or 5?

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00:43:11.420 --> 00:43:12.660

Chad Hall, MCC: And

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00:43:13.490 --> 00:43:15.870

Chad Hall, MCC: somebody in here pretend like you're a 2

516

00:43:16.680 --> 00:43:20.740

Chad Hall, MCC: like argue against this. So we're not in an echo chamber.

517

00:43:21.050 --> 00:43:30.330

Chad Hall, MCC: That's a pro that kind of. And I think part of what coaching does is it says, Okay, what process is needed right now, what's a good way for us to process this

518

00:43:30.400 --> 00:43:32.850

Chad Hall, MCC: conversation? So that's just an example.

519

00:43:32.850 --> 00:43:39.610

Brian Miller, PCC: I love that, and and then, and you valued the wisdom of individuals. I my suspicion is, some of them are like.

520

00:43:39.690 --> 00:43:43.349

Brian Miller, PCC: I don't want to say what I think until I hear from others.

521

00:43:43.770 --> 00:43:48.790

Brian Miller, PCC: And you're like, it's okay to hear from others and express yourself

522

00:43:49.030 --> 00:43:53.100

Brian Miller, PCC: and then have the discussion to see where the discussion needs to go.

523

00:43:53.170 --> 00:43:58.879

Brian Miller, PCC: instead of us spending a half an hour finding out we're all fours and fives, and then being comfortable with saying it.

524

00:43:59.160 --> 00:44:02.999

Brian Miller, PCC: we can just say it upfront and then have a much more productive

525

00:44:03.730 --> 00:44:05.040

Brian Miller, PCC: discuss. Yeah.

526

00:44:05.530 --> 00:44:10.519

Chad Hall, MCC: Yeah, cause we could have a 15 min really productive, or we could have a 2 h.

527

00:44:10.710 --> 00:44:21.370

Chad Hall, MCC: Let's test the waters. Let's see where we are. When when Gal said, well, I don't know how I feel about him yet. It's like, All right. Sounds like a 2 or 3 like that's that's legit.

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00:44:21.370 --> 00:44:21.910

Brian Miller, PCC: Yes.

529

00:44:21.910 --> 00:44:24.650

Chad Hall, MCC: You know it's a legit place to be

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00:44:24.770 --> 00:44:26.610

Chad Hall, MCC: that helps us know

531

00:44:27.460 --> 00:44:31.799

Chad Hall, MCC: how to bring you into the conversation. You know all that kind of stuff, so.

532

00:44:32.172 --> 00:44:45.600

Brian Miller, PCC: Christine says, I've started discussing the coaching process with new clients upfront. They remark, it's very helpful. And and even as working with churches that are looking to hire a new pastor. What I find is

533

00:44:45.610 --> 00:44:53.150

Brian Miller, PCC: that they need to understand the process that we're going to use to hire a new pastor.

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00:44:53.190 --> 00:44:55.230

Brian Miller, PCC: you know, if you got any names yet.

535

00:44:55.240 --> 00:45:00.279

Brian Miller, PCC: Well, that's not how we're doing. It is somebody gonna come and preach. That's not how we're gonna do it.

536

00:45:00.320 --> 00:45:01.720

Brian Miller, PCC: When are we going to take a vote?

537

00:45:02.100 --> 00:45:06.329

Brian Miller, PCC: I mean, will we get a vote between 2 or 3 people? That's not how we're going to do it

538

00:45:06.480 --> 00:45:08.549

Brian Miller, PCC: here is how we're going to do it.

539

00:45:08.680 --> 00:45:16.739

Brian Miller, PCC: And and often when I tell them this, they look at me like that's not the process. I thought we were gonna use, which is.

540

00:45:16.740 --> 00:45:17.210

Chad Hall, MCC: Yeah.

541

00:45:17.210 --> 00:45:18.470

Brian Miller, PCC: Which is okay.

542

00:45:18.890 --> 00:45:26.199

Brian Miller, PCC: You know I can look at as conflict and be mad. But I mean to remember that I need to reiterate the process to them

543

00:45:26.520 --> 00:45:32.260

Brian Miller, PCC: on a regular basis. So that, as it happens, they're going. I know what's happening.

544

00:45:32.760 --> 00:45:36.410

Brian Miller, PCC: Yeah, I don't have to make up a story. By the way.

545

00:45:36.480 --> 00:45:37.900

Brian Miller, PCC: to what's happening.

546

00:45:38.150 --> 00:45:42.720

Chad Hall, MCC: Yeah. Cause then you're you're end up kind of fighting. Over which process.

547

00:45:42.900 --> 00:45:49.009

Chad Hall, MCC: you know, I can drive from here to Charlotte. There are 3 really good ways to get there.

548

00:45:49.070 --> 00:45:51.320

Chad Hall, MCC: but I can't take all 3 of them.

549

00:45:52.130 --> 00:45:57.280

Chad Hall, MCC: and that's a lot of times the way it is in discussions and decisions.

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00:45:57.370 --> 00:46:00.809

Chad Hall, MCC: There are different ways to do it. You just got to do one of them.

551

00:46:01.202 --> 00:46:11.840

Chad Hall, MCC: I'm curious before we move on from this, though, Brian Christine, how do you talk about the process with your clients? In ways that they find helpful. So if you don't mind

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00:46:11.900 --> 00:46:13.389

Chad Hall, MCC: sharing that, either

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00:46:13.770 --> 00:46:16.580

Chad Hall, MCC: you can type it, or talk it, or

554

00:46:16.860 --> 00:46:20.489

Chad Hall, MCC: well, really, those are your only options, typing or talking.

555

00:46:23.280 --> 00:46:25.390

Chad Hall, MCC: Is she able to unmute.

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00:46:25.390 --> 00:46:28.144

Brian Miller, PCC: I I let her. I've given her control on

557

00:46:28.780 --> 00:46:32.400

Brian Miller, PCC: so she can have that choice. I trust her wisdom.

558

00:46:33.350 --> 00:46:34.120

Christine: Hello!

559

00:46:34.380 --> 00:46:35.340

Brian Miller, PCC: Hey! Christine!

560

00:46:35.340 --> 00:46:42.309

Christine: Hi, yeah, I it was brought to my attention in one of my mentorship classes that

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00:46:42.681 --> 00:46:51.099

Christine: it can help kind of set the stage for moving for the a new client, and how? How we're going to be moving through this process. So

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00:46:51.622 --> 00:46:54.840

Christine: just kind of like you're sharing as well.

563

00:46:55.502 --> 00:46:57.350

Christine: Then they know upfront.

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00:46:57.440 --> 00:47:07.920

Christine: you know. You don't have to make up a story like why, we're changing or switching gears or you know, so we can kind of just flow together easier

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00:47:08.100 --> 00:47:09.770

Christine: from start to finish.

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00:47:10.350 --> 00:47:18.820

Chad Hall, MCC: Yeah, that's great. So many folks think, well, if I tell them how it works, it's like magic. It's not gonna work.

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00:47:18.870 --> 00:47:31.709

Chad Hall, MCC: you know. They're gonna see, the rabbit is not in the hat, and you know, whatever. But I've I've found that. Yep, you just tell the client, hey? So here's how this works. You're gonna come with a topic every time. If you don't have a topic.

568

00:47:31.750 --> 00:47:55.880

Chad Hall, MCC: you know, I'll kind of poke around and we'll find something. But every time we're finding something that's important to you that you wanna move forward on, I'm gonna ask you a bunch of questions, and they're questions that are designed to get you to think like that one right there it when once people understand. Oh, these are questions designed to get me to think, not just to respond. They know how to engage the process.

569

00:47:56.251 --> 00:48:05.870

Chad Hall, MCC: And this can even go into sharing with them a coaching model like the hourglass or the grow, or one of the others to say, Yeah, this is kind of the you know.

570

00:48:06.580 --> 00:48:12.840

Chad Hall, MCC: you know, summary of how a conversation flows where we're trying to get to action. Eventually.

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00:48:13.050 --> 00:48:16.980

Christine: So that they they also that they also know we're not there just to talk.

572

00:48:17.290 --> 00:48:18.160

Chad Hall, MCC: Yeah.

573

00:48:18.420 --> 00:48:20.199

Chad Hall, MCC: you know, they're yeah.

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00:48:20.200 --> 00:48:30.699

Christine: We're moving through a process from this we have 30 min or an hour or whatever, and we're gonna get to some actionable steps by the end.

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00:48:31.240 --> 00:48:38.689

Chad Hall, MCC: Yeah, it's it's kind of a weird kind of conversation. When you compare to other conversations we have in life.

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00:48:38.780 --> 00:48:42.439

Chad Hall, MCC: It's very specific. It's very intentional. It's.

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00:48:42.740 --> 00:48:49.109

Chad Hall, MCC: you know, it's got this particular purpose, and therefore this particular process for how to get to it.

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00:48:49.120 --> 00:48:55.309

Chad Hall, MCC: And if you think you're just kinda gonna come in and we're gonna talk. And it's gonna somehow be productive.

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00:48:55.650 --> 00:48:59.130

Chad Hall, MCC: It's not that productive. So I love that you

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00:48:59.140 --> 00:49:20.340

Chad Hall, MCC: you brought up discussing it. And so you can do this in other conversations, not just coaching conversations. So I recognized this the other day with my son's considering grad school programs. And he said I. Wanna talk about it with you. I was like, all right. What do you want from me? Do you want me to like help, you brainstorm? Are you looking for me to, kinda

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00:49:20.500 --> 00:49:34.190

Chad Hall, MCC: you know. Give you some wisdom when you want it like. Ha! How do you want me to show up in this. And so just upfront kind of deciding. How do we want to do this now? We can do it much more fluidly and smoothly.

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00:49:34.940 --> 00:49:40.190

Christine: Absolutely, and not forgetting, of course, the co-partnering aspect of that. Yeah.

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00:49:41.110 --> 00:49:41.820

Chad Hall, MCC: Yeah.

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00:49:43.300 --> 00:49:44.849

Brian Miller, PCC: Thanks, Christine. Let's take a look at Number.

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00:49:44.850 --> 00:49:46.280

Chad Hall, MCC: Teach the next webinar.

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00:49:46.460 --> 00:49:51.109

Brian Miller, PCC: Let's take a look at Number 5 here, as we're closing in on our hour right and

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00:49:51.440 --> 00:49:53.070

Brian Miller, PCC: squeezing us, Chad.

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00:49:53.360 --> 00:49:53.780

Chad Hall, MCC: Yeah.

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00:49:53.780 --> 00:50:01.600

Brian Miller, PCC: I believe every person is a living story that could be, and might be, a heroic adventure.

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00:50:03.290 --> 00:50:04.000

Chad Hall, MCC: Yeah.

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00:50:04.790 --> 00:50:06.290

Chad Hall, MCC: So the

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00:50:08.290 --> 00:50:11.840

Chad Hall, MCC: and this this probably has, you know, a lot to do with

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00:50:12.010 --> 00:50:14.349

Chad Hall, MCC: me, becoming more of a coach.

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00:50:14.380 --> 00:50:19.200

Chad Hall, MCC: and and also reading a lot of Donald Miller. So I get that.

595

00:50:19.450 --> 00:50:29.640

Chad Hall, MCC: But every person's living a story. This is the 1st question I ask every client, what's your story. Where are you in life? And how'd you get here.

596

00:50:29.850 --> 00:50:31.050

Chad Hall, MCC: Anne?

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00:50:31.190 --> 00:50:37.999

Chad Hall, MCC: If I can be curious, and about them and create space for their story.

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00:50:38.080 --> 00:50:46.149

Chad Hall, MCC: they'll be better able and better equipped and more motivated, and whatever to live their story forward. But they're

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00:50:46.180 --> 00:50:50.420

Chad Hall, MCC: they're going somewhere in life, you know. The pages are turning

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00:50:50.610 --> 00:50:51.490

Chad Hall, MCC: the

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00:50:51.750 --> 00:50:56.410

Chad Hall, MCC: the reel is turning. If it's a i guess an old Tommy movie kind of thing.

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00:50:56.420 --> 00:50:59.190

Chad Hall, MCC: But their story's going somewhere

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00:50:59.340 --> 00:51:07.760

Chad Hall, MCC: and gosh! And it, it might just matter. That's what I mean by a heroic adventure. It's not.

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00:51:08.190 --> 00:51:13.460

Chad Hall, MCC: It's not just stuff happening. It's a story, because it's going somewhere. It's a narrative.

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00:51:13.550 --> 00:51:14.395

Chad Hall, MCC: And

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00:51:15.570 --> 00:51:19.730

Chad Hall, MCC: that means, I think, as coaches, we facilitate people's stories.

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00:51:20.462 --> 00:51:25.570

Chad Hall, MCC: But that doesn't just have to be in a formal structured coaching relationship.

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00:51:27.180 --> 00:51:32.927

Chad Hall, MCC: So, anyway, how it shows up for me. I think I get more interested in creating the space.

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00:51:33.861 --> 00:51:37.789

Chad Hall, MCC: Also notice when somebody else is monopolizing

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00:51:37.870 --> 00:51:40.350

Chad Hall, MCC: the conversation, and

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00:51:40.470 --> 00:51:51.379

Chad Hall, MCC: I don't have nearly as much respect for them. And again, I'm not, I'm not trying to, you know. Condemn them to hell or anything. But I'm just like, no.

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00:51:51.610 --> 00:51:52.640

Chad Hall, MCC: I'm not.

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00:51:52.670 --> 00:51:54.739

Chad Hall, MCC: I'm I'm not interested in

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00:51:55.120 --> 00:51:57.490

Chad Hall, MCC: being a part of that.

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00:51:57.570 --> 00:52:00.670

Chad Hall, MCC: So what about you, Brian? How do you see this belief? Kind of.

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00:52:00.670 --> 00:52:04.419

Brian Miller, PCC: It's interesting. I was preaching Matthew 8

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00:52:04.500 --> 00:52:07.037

Brian Miller, PCC: through at this church, and and and

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00:52:07.630 --> 00:52:12.899

Brian Miller, PCC: there's a point where they get on the boat, and they're crossing the lake, and a storm pops up.

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00:52:13.100 --> 00:52:21.060

Brian Miller, PCC: and Jesus is asleep, and they wake Jesus up and say, we we thought we were gonna die. And Jesus, like you, have no faith.

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00:52:21.200 --> 00:52:26.569

Brian Miller, PCC: And and what I think, what I think he meant by that is, you don't understand the story.

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00:52:27.330 --> 00:52:34.240

Brian Miller, PCC: So this. Your story is not oh, we got in a boat with Jesus, and we all died in the middle of the lake.

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00:52:34.520 --> 00:52:36.379

Brian Miller, PCC: That is not your story.

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00:52:36.830 --> 00:52:37.610

Brian Miller, PCC: You.

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00:52:37.990 --> 00:52:44.530

Brian Miller, PCC: you should know. That's not your story, but we all have a tendency, I think, at some level, to feel like.

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00:52:44.790 --> 00:52:46.440

Brian Miller, PCC: you know. I

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00:52:47.150 --> 00:52:52.190

Brian Miller, PCC: I'm just a victim of circumstance, and there was nothing I could do. And this happened to me and

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00:52:52.440 --> 00:52:56.530

Brian Miller, PCC: and we need. And this goes back to agency. But this idea of.

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00:52:57.170 --> 00:53:07.240

Brian Miller, PCC: you know, either you you are not in a story, and you are random, and who knows what's gonna happen to you, or what we do believe? Not only as coaches, but as Christians.

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00:53:07.580 --> 00:53:09.710

Brian Miller, PCC: that you were created on purpose

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00:53:10.210 --> 00:53:19.819

Brian Miller, PCC: for a story, for a society to be part of the kingdom. Everybody has a part of the kingdom that they're gonna play in a, I think, a key and important role

631

00:53:20.680 --> 00:53:24.750

Brian Miller, PCC: a a fulfilling role, you know. Ultimately.

632

00:53:25.123 --> 00:53:28.560

Brian Miller, PCC: it's the the story that we think of of heaven.

633

00:53:28.580 --> 00:53:33.649

Brian Miller, PCC: of, you know even you know I get a mansion on a hill, and hopefully it's on a different hill than you.

634

00:53:34.106 --> 00:53:34.700

Brian Miller, PCC: Those are.

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00:53:34.700 --> 00:53:35.909

Chad Hall, MCC: Either. Wasn't held.

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00:53:35.910 --> 00:53:42.481

Brian Miller, PCC: Yeah, are I gonna go fishing, or whatever that is not the king? That is not. The story we were created for

637

00:53:42.970 --> 00:53:47.940

Brian Miller, PCC: is that we were awful people, but God forgave us, and then gave us everything we wanted. Anyway.

638

00:53:48.010 --> 00:53:50.640

Brian Miller, PCC: you know it's not the story.

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00:53:50.640 --> 00:53:51.230

Chad Hall, MCC: Yeah.

640

00:53:51.230 --> 00:53:54.769

Brian Miller, PCC: And so to understand that there's a story for people, and that they

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00:53:55.280 --> 00:54:00.800

Brian Miller, PCC: they have purpose. I mean, we. You should write a book on purpose that could probably be a bestseller.

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00:54:00.800 --> 00:54:02.610

Chad Hall, MCC: Something like purpose, driven, something.

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00:54:02.610 --> 00:54:05.729

Brian Miller, PCC: Yeah, that's good. That's good purpose. Driven.

644

00:54:05.730 --> 00:54:15.619

Chad Hall, MCC: A couple of ways. This has shown up for me lately, some in coaching and some outside of coaching. Just this morning I was I was emailing, have a client, and

645

00:54:16.240 --> 00:54:26.550

Chad Hall, MCC: I'm going to go up in a few weeks to lead a strategic planning time for their board of officers. And for this company's multi.

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00:54:26.640 --> 00:54:31.030

Chad Hall, MCC: I guess, multinational North America. But anyway.

647

00:54:31.560 --> 00:54:35.435

Chad Hall, MCC: that my kind of main liaison onto the

648

00:54:36.360 --> 00:54:54.509

Chad Hall, MCC: project, I just I email. And I said so. Give me a list of the names of the people who are going to be a part of this and their role, and and he did that pretty quickly. By the and, by the way, this guy, I know he's a believer. So we've talked about. This faith is important to him, you know.

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00:54:54.970 --> 00:54:58.760

Chad Hall, MCC: And I said, one more question, just going to feel like it's come down left field.

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00:54:58.860 --> 00:55:01.449

Chad Hall, MCC: Where's God at work in each of their lives?

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00:55:02.190 --> 00:55:03.390

Chad Hall, MCC: And I said, now

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00:55:03.850 --> 00:55:07.619

Chad Hall, MCC: you might not know, but just kind of pray through it. Think about it.

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00:55:07.710 --> 00:55:11.909

Chad Hall, MCC: Let me know from your perspective, you know. Where's got it. Work

654

00:55:12.120 --> 00:55:13.469

Chad Hall, MCC: in their life.

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00:55:13.690 --> 00:55:22.560

Chad Hall, MCC: And the reason I'm doing that is, I'm framing it both for him and for me, that people are not just sort of coming to this strategic planning.

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00:55:24.730 --> 00:55:29.400

Chad Hall, MCC: One more thing, you know. But

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00:55:29.630 --> 00:55:30.590

Chad Hall, MCC: the the

658

00:55:30.970 --> 00:55:38.039

Chad Hall, MCC: wh, whatever sort of growth challenge is for them as a group, as an individual, as a company

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00:55:38.280 --> 00:55:41.200

Chad Hall, MCC: is a part of the story that they're in.

660

00:55:41.210 --> 00:55:47.740

Chad Hall, MCC: and God's taking them somewhere where, whether they know it or don't know it, how maybe halfway know it whatever.

661

00:55:48.010 --> 00:55:52.089

Chad Hall, MCC: But if you have that kind of narrative approach to other people's lives.

662

00:55:52.150 --> 00:55:53.410

Chad Hall, MCC: you get to kind of

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00:55:53.650 --> 00:56:02.119

Chad Hall, MCC: partner with them in moving their story forward and then becoming, you know, the person that God wants them to be

664

00:56:02.140 --> 00:56:06.100

Chad Hall, MCC: versus why, I get stuck with this stupid sob.

665

00:56:06.370 --> 00:56:14.140

Chad Hall, MCC: you know, and who's kind of selfish in the meeting, and doesn't seem like he's bringing a lot of value. Or you know, whatever

666

00:56:14.290 --> 00:56:25.339

Chad Hall, MCC: well, we're gods at work in that person's life is helping them move a few steps forward in their maturity and their growth and their self awareness. Other things.

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00:56:25.840 --> 00:56:28.659

Chad Hall, MCC: But that's that's a narrative approach

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00:56:28.720 --> 00:56:31.690

Chad Hall, MCC: to life versus a kind of stagnant.

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00:56:31.880 --> 00:56:34.110

Chad Hall, MCC: you know all the all the

670

00:56:34.410 --> 00:56:39.999

Chad Hall, MCC: people are just sort of players, without any movement to them or growth to them.

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00:56:40.000 --> 00:56:54.650

Brian Miller, PCC: It's it's always good to stretch out the the the journey of the the understanding of I mean, even in coaching. I just it's so helpful to me. You know it's from where you are to where you want to go, and then we need to know where you want to go. And people aren't thinking about where they want to go.

672

00:56:55.290 --> 00:57:00.480

Brian Miller, PCC: So they come into a strategic planning meeting. And they're just thinking, here's where we are, you know, and

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00:57:01.780 --> 00:57:04.230

Brian Miller, PCC: it's frustrating or whatever it is.

674

00:57:04.360 --> 00:57:09.910

Brian Miller, PCC: But what is the story of the journey? And one way to know the story of the journey is to know the story of the participants.

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00:57:10.570 --> 00:57:14.700

Brian Miller, PCC: you know, and God has pulled us together, probably for a reason. And so

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00:57:15.050 --> 00:57:21.170

Brian Miller, PCC: there may be something that you, you know it's helpful. Some of this will be helpful to you. Some of what you have will be helpful to us

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00:57:21.630 --> 00:57:29.310

Brian Miller, PCC: as a story and and 10. I love that. I'm gonna jump real quick to the end here and just put it on plug

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00:57:29.880 --> 00:57:35.750

Brian Miller, PCC: that we are. The path to Ccl C plus starts with Cam. That is our

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00:57:36.320 --> 00:57:43.050

Brian Miller, PCC: certification level that's equal to an acc credential with the lcf.

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00:57:43.390 --> 00:57:49.189

Brian Miller, PCC: We are, in fact, a level one provider for the lcf that we can

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00:57:49.600 --> 00:57:51.709

Brian Miller, PCC: get people to this level with

682

00:57:51.960 --> 00:57:58.868

Brian Miller, PCC: almost everything that the lcf requires for besides, you know, having your own coaching hours.

683

00:57:59.790 --> 00:58:14.790

Brian Miller, PCC: And we've worked really hard to get that that certification with them and that level it starts August 6.th If you have not started your coaching journey, or I'm looking at this group, there's a bunch of coaches in this group as well.

684

00:58:15.110 --> 00:58:26.369

Brian Miller, PCC: Maybe there's somebody you're like. They need to start the journey, and this would be a great chance for you to bring them on board with Cam, and get them started. This a new cohort's forming

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00:58:26.530 --> 00:58:28.930

Brian Miller, PCC: 5 0, 1 will speak, you know.

686

00:58:28.950 --> 00:58:39.090

Brian Miller, PCC: taught at a certain time, 5 0, 2 will be taught at the same time on the same day following, and then with a Gmc. Following. So this is just a great time

687

00:58:39.642 --> 00:58:43.739

Brian Miller, PCC: Tuesdays at 2 o'clock to get people started on the journey

688

00:58:44.080 --> 00:58:47.099

Brian Miller, PCC: of coaching. That'd be good. Wouldn't it be Chad?

689

00:58:47.360 --> 00:58:53.369

Chad Hall, MCC: You want to get started on the journey, Yup and and again, I I love that brand. You might know somebody who

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00:58:53.925 --> 00:58:58.810

Chad Hall, MCC: maybe they need to do coaching or become a coach. Be a coach

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00:58:59.147 --> 00:59:00.870

Chad Hall, MCC: this is the place to start.

692

00:59:01.140 --> 00:59:08.449

Brian Miller, PCC: Well, this is the journey that led to me to go to those 5 beliefs which, honest to goodness, changed my life.

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00:59:08.940 --> 00:59:09.400

Chad Hall, MCC: Hmm.

694

00:59:09.400 --> 00:59:13.900

Brian Miller, PCC: I like my life a ton more with those 5 beliefs

695

00:59:14.140 --> 00:59:26.290

Brian Miller, PCC: in my heart and in my mind than I, you know, did before, when I just had a different view of the world, and this could be a great help to them.

696

00:59:26.350 --> 00:59:32.273

Brian Miller, PCC: So Chad and I'll stick around for a few more minutes. If you've got questions about this, or if you

697

00:59:32.822 --> 00:59:36.820

Brian Miller, PCC: have a belief that you'd like to share with us, we'd love to hear it to be honest.

698

00:59:37.643 --> 00:59:39.979

Brian Miller, PCC: Of how coaching has changed your life.

699

00:59:39.980 --> 00:59:45.240

Chad Hall, MCC: I have room for 6 beliefs, so we got 5. But if somebody's got another good one.

700

00:59:45.240 --> 00:59:47.239

Brian Miller, PCC: Sevens, more spiritual.

701

00:59:47.240 --> 00:59:48.120

Chad Hall, MCC: Typical. Yeah.

702

00:59:48.120 --> 00:59:49.750

Brian Miller, PCC: Be honest. So

703

00:59:51.943 --> 01:00:01.389

Brian Miller, PCC: Christine says, grateful to you, guys love your podcast too. We are number one in Montenegro which is a very small country in Europe.

704

01:00:02.330 --> 01:00:11.729

Brian Miller, PCC: But we are dominating the English version. Coaching pot Christian coaching podcast category in Montenegro, just killing it.

705

01:00:11.730 --> 01:00:14.110

Chad Hall, MCC: Thought it was gonna be Moldova. So.

706

01:00:14.110 --> 01:00:15.479

Brian Miller, PCC: It's Montenegro. It is.

707

01:00:15.480 --> 01:00:17.419

Chad Hall, MCC: It is right next door. All right.

708

01:00:17.420 --> 01:00:18.590

Brian Miller, PCC: We've heard from them.

709

01:00:19.646 --> 01:00:26.370

Brian Miller, PCC: I like the thought. Luch says I, like the thought, how can we help you live your story forward.

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01:00:27.980 --> 01:00:32.009

Chad Hall, MCC: All right. People are thanking us and loving us. I think that means

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01:00:32.250 --> 01:00:32.960

Chad Hall, MCC: we're done.

712

01:00:32.960 --> 01:00:34.269

Brian Miller, PCC: Over, it's over.

713

01:00:34.270 --> 01:00:35.780

Chad Hall, MCC: What time is the next.

714

01:00:35.780 --> 01:00:37.690

Brian Miller, PCC: Ex coaching leaders.

715

01:00:37.700 --> 01:00:38.710

Brian Miller, PCC: Course.

716

01:00:39.190 --> 01:00:43.080

Brian Miller, PCC: I couldn't find a website. So coaching leaders would be

717

01:00:43.680 --> 01:00:45.550

Brian Miller, PCC: cam 5,

718

01:00:45.890 --> 01:00:50.150

Brian Miller, PCC: 10. Let me look that up for you

719

01:00:50.590 --> 01:00:54.159

Brian Miller, PCC: and get you some information on that.

720

01:00:55.300 --> 01:00:57.110

Brian Miller, PCC: Let me bring Danelle into that.

721

01:00:57.940 --> 01:01:00.250

Chad Hall, MCC: Danelle knows everything.

722

01:01:00.950 --> 01:01:02.240

Brian Miller, PCC: Yeah.

723

01:01:02.692 --> 01:01:12.000

Brian Miller, PCC: it says, Mei, Cmda, can you just wanna put your email address in there real quick. So I know which Cmda per. I'm sure I know this person.

724

01:01:12.510 --> 01:01:13.570

Brian Miller, PCC: I'm just not.

725

01:01:14.310 --> 01:01:16.480

Brian Miller, PCC: Mei is not kidding me there.

726

01:01:17.045 --> 01:01:18.470

Brian Miller, PCC: Okay, thanks, Sherry.

727

01:01:18.630 --> 01:01:21.330

Brian Miller, PCC: I will. I'll get you in an email.

728

01:01:22.840 --> 01:01:25.590

Brian Miller, PCC: thread here very shortly.

729

01:01:26.650 --> 01:01:28.629

Chad Hall, MCC: Wouldn't have gotten that from Emia.

730

01:01:30.060 --> 01:01:30.813

Brian Miller, PCC: Well, no.

731

01:01:31.350 --> 01:01:40.999

Brian Miller, PCC: alright, thanks everybody. Thank you, Chad, for spend some time sharing some beliefs. And I think we're changing the world through, you know, not just what we're doing, but

732

01:01:41.370 --> 01:01:43.410

Brian Miller, PCC: what we're believing and how we're being.

733

01:01:44.070 --> 01:01:44.900

Chad Hall, MCC: Amen!

734

01:01:45.940 --> 01:01:47.160

Chad Hall, MCC: Take care, everybody!