



What is MyNavy Coaching?

Building and Sustaining a Coaching Culture

MyNavy Coaching is a developmental, collaborative partnership between a coach and a coaching partner. Coaching should not be viewed as an assigned role or as a position of authority - it is a communication tool to move the coaching partner forward to some actionable steps to help them achieve their goals, personally and professionally. When you engage in coach-like behavior, you are helping to create a better Navy community that is more productive, innovative, and provides fulfillment to our Sailors. Sailors leave coaching conversations feeling inspired and invested in their development to enhance the performance of the entire Navy team.

The **MISSION** is to inspire coaching partners to reach their potential and achieve maximum performance outcomes through coaching partnerships.

The **PURPOSE** is to deliberately grow, broaden, and sustain development of the coaching partner to enhance performance through personal and professional goal setting and constructive feedback.

The **VISION** is to create an organizational coaching culture that instills and promotes coach-like attributes in Sailors which includes collaborative communication, a lifelong learner mindset, personal self-awareness, regular feedback, and professional growth.

MyNavy Coaching Outcomes



ENGAGEMENT

MyNavy Coaching seeks to increase engagement with Sailors to foster development, feedback, performance, accountability, and retention.



PARTNERSHIP

Coaching partnerships create trust and commitment on behalf of the coach and coaching partner to achieve desired goals and improve performance.



DEVELOPMENT

MyNavy Coaching fosters a culture of deliberate Sailor development, life-long learning, and growth.

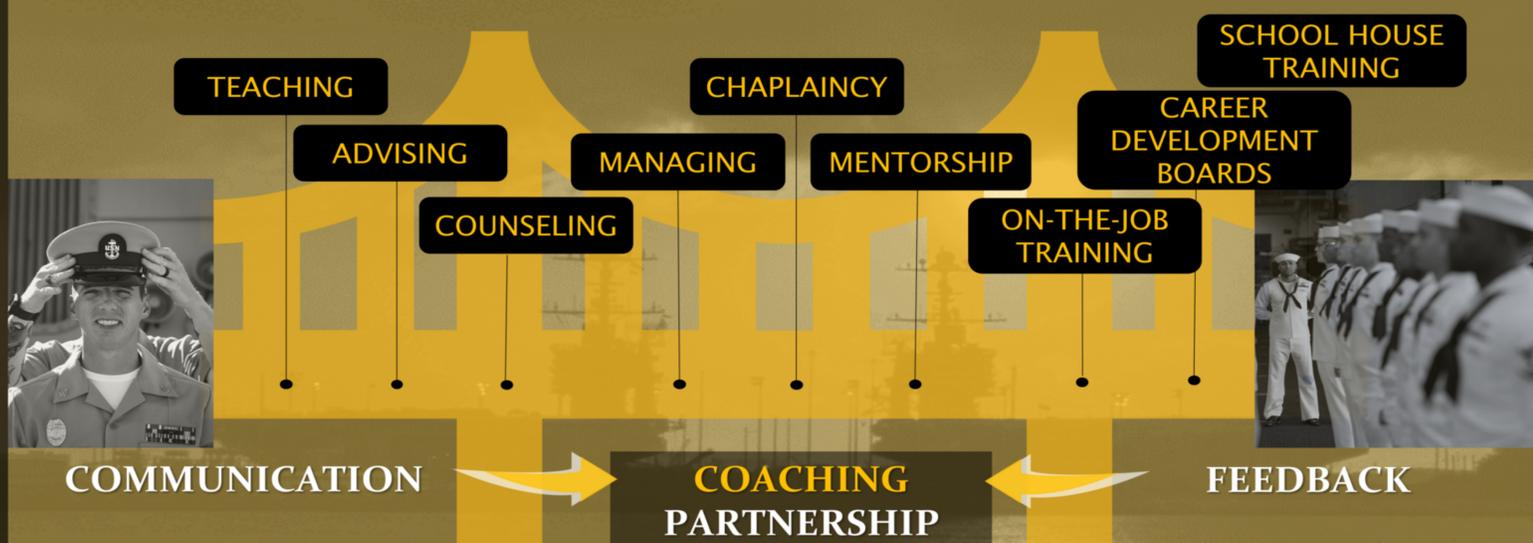


INVESTMENT

MyNavy Coaching is focused on creating and sustaining a coaching culture which recognizes Sailors' commitment to the Navy and their development.

Coaching is a communication skill that creates the conditions for growth for every member of the Navy to build meaningful work and relationships that requires not just learning - but practice.

LEADERSHIP ↔ SAILOR GROWTH





HOW DO I GET STARTED?

All Sailors can begin developing coach-like attributes right now. Learn about coach-like behaviors and attributes. Choose a peer to be your coaching partner. Practice being coach-like with your coaching partner. Continue to monitor mutual growth, provide support, and hone skills.



COACHING CONVERSATION FRAMEWORK

The framework is the **GROW** Model, which asks the following: What is your **GOAL?**; What is your current **REALITY?**/What have you already tried?; What are your **OPTIONS?**; and What is your **WILL?**/What are you going to do?/When are you going to do it? How will I know it is done?



ENHANCE COMMUNICATION SKILLS

Coach-like conversations involve leaders engaging Sailors by asking open-ended questions to understand how they want to develop. The coach's questions, not suggestions, are posed in a way to allow the coaching partner to identify barriers to change and map a path for successful solutions.



BECOMING MORE COACH-LIKE

To become more coach-like, you can begin to practice the following in daily conversations: Practice asking more open-ended questions. Refrain as long as possible from giving the answer. Refrain from advice giving. Encourage bi-directional feedback.

Becoming More "Coach-Like"



02

Create the Partnership

- Establish and build trust.
- Create a positive environment.
- Remove distractions.
- Create a coaching presence.

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Drive Results & Accountability

- Practice Peer-to-Peer coaching.
- Work your Individual Development Plan.
- Monitor progress and growth.
- Reflect on progress.
- Provide ongoing support.



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Communicate Effectively

- Use coach-like attributes: Active Listening; Uses Empathy; Asks Powerful Questions.
- Use the GROW Model.
- Encourage bi-directional feedback.



Set the Foundation

- Coaching is defined.
- Understand and define coaching roles.
- Understand how coaching is different from other developmental conversations.

Active Listening

Engaging in coach-like attributes means to be more aware of how you are listening to people - give them space to talk, don't interrupt to tell your story, don't listen to respond. Listen to understand.

with the GROW Model

Empathy

When engaging in MyNavy Coaching sessions, put yourself in someone else's shoes. Try to connect with the feeling of the person who is talking to you. Thank them for sharing.

with the GROW Model

Asking Powerful Questions

MyNavy Coaching utilizes the GROW (Goal, Reality, Options, Will) Model to enhance the coach-like behavior of leaders to ask powerful questions. Coach-like behavior can begin using these methods in their discussions.

with the GROW Model

To Learn More:

Contact MyNavy Coaching via email at MyNavyCoaching@navy.mil or Visit: <https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/Coaching/>

Permission to use GROW Model granted by estate of Sir John Whitmore and Performance Consultants International