



OPM's Leadership Webinar Series

Coaching as a Change Management Tool

John S. Lybarger, Ph.D., MCC

Faculty, Center for Leadership Development

Center for Leadership Development

Developing Visionary Leaders to Transform Government

LEADERSHIP.OPM.GOV | CLDConnect@opm.gov | 888-676-8001

OPM HR SOLUTIONS

by government, for government

HR Solutions | 1900 E Street NW Washington, DC 20415 | www.opm.gov/HRS | 202-606-8001

Strategic Alignment



President's Management Agenda Key Driver of Transformation

People – Workforce for the 21st Century



OPM Strategic Plan Initiatives

- Improve integration and communication of OPM services to Federal agencies
- Optimize Agency Performance





Norms

- Have access to chat box and be ready to type.
- Avoid possible disruptions for others by refraining from taking other calls or participating in other work activities.
- Participate actively with full presence.
- Ask for what you need (on chat).



About John S. Lybarger, Ph.D.



- FEI faculty since 2018
- ICF Master Certified Coach, Facilitator, Course Designer
- 30 years experience



Agenda

- Why Coaching is a Change Management Tool
- Coaching Conversations
- G.R.O.W. Coaching Model



Coaching: A Change Management Tool

- Change happens one relationship and one conversation at a time.
- People willingly change when its personally meaningful.



Coaching Conversations





G.R.O.W. Coaching Model

- **G***oal* • Begin with coachee's goal
- **R***eality* • Identify current state
- **O***ptions* • Explore options to close gap
- **W***rap up* • Create action plan, inspire commitment



G.R.O.W. Coaching Demonstration

- **Coach**
 - Uses G.R.O.W. coaching questions
- **Coachee**
 - Chooses real-life topic and goal for coaching conversation



G.R.O.W. Debrief

- Observing the coach, what did you learn about asking questions?
- Observing the coachee, what did she learn about her goal?
- How might you apply the G.R.O.W. coaching model at work in change management conversations?



Summary

- ✓ Coaching: a Change Management Tool
- ✓ Coaching Conversations
- ✓ G. R. O. W. Coaching Model



What questions can I answer?





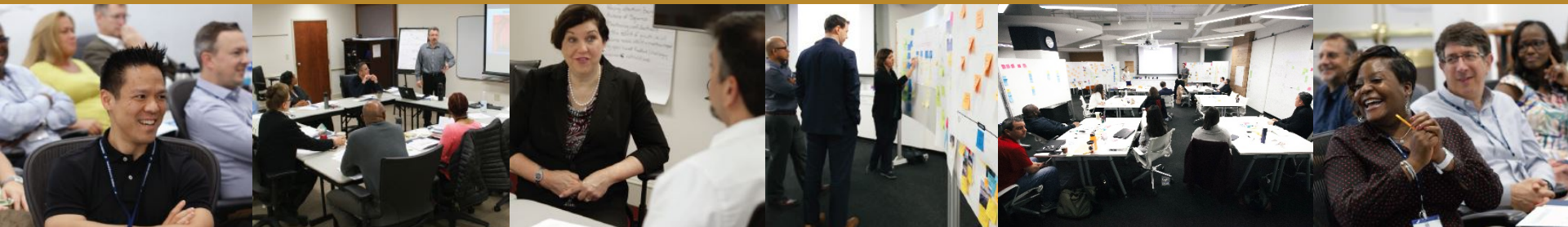
Feedback

- What is one thing you are taking away from today's webinar?
- Are you interested in going deeper and learning more about coaching as a change management tool?



OPM HR SOLUTIONS

Center for Leadership Development



Open enrollment courses & certificate programs
for leadership and professional development



Virtual learning ecosystems
to support the human capital lifecycle throughout government



Development programs focused on building decision-making skills through **human-centered design** and **process improvement**



Fellowship programs **to recruit and develop leadership** skills for highly-qualified talent for **Federal agencies**



Certification programs built specifically for government **skills for various professions**, such as the Federal HR Institute



Customized development program solutions to meet agency-specific needs

>> **LEADERSHIP.OPM.GOV**

>> **CLDConnect@OPM.gov**



OPM's Course Offerings

Presented by
OPM HR Solutions
Center for Leadership Development

LEARN MORE ABOUT OUR COURSES



Scan me!



<http://go.usa.gov/xfHdQ>



Webinar Survey



<https://www.research.net/r/cldwebinars2020>



Thank you for your participation and service to our nation!

Presented by John S. Lybarger, Ph.D., MCC

Faculty, Center for Leadership Development

John.Lybarger@opm.gov

Center for Leadership Development

Developing Visionary Leaders to Transform Government

LEADERSHIP.OPM.GOV | CLDConnect@opm.gov | 888-676-8001

OPM HR SOLUTIONS

by government, for government

HR Solutions | 1900 E Street NW Washington, DC 20415 | www.opm.gov/HRS | 202-606-8001