

How to Implement the Way of the Carpenter

The One-on-One Coaching Meeting

The following approach is suggested as a way to implement the Way of the Carpenter process with your team members. Distribute Coaching GuideBooks* to them, and explain the model and process by reviewing the first seven pages of the GuideBook together. Remind them of the overall organizational, team and individual mission and goals. Then:

- a) Email or provide a hard copy of the SMART Goal Worksheet to each team member. Ask them to think about a current goal with which they'd like more direction and support, and have them complete the SMART Goal Worksheet. Then schedule a meeting with individual team members to review their goal and begin the process.

Caution: If you manage a large team, you may wish to begin this process with one or two team members before implementing it with others. You can then add additional team members to the process as your time and schedule allows.

- b) At the first meeting, share your insights from the Way of the Carpenter workshop and why this model is important for the team/organization. Emphasize the importance of the heart (motivation) for both yourself and them. Remind them that the ultimate goal is to Exalt God Only through humility and God-grounded confidence.
- c) During the first meeting, review (and maybe refine) their SMART Goal – along with their input, to get agreement on the goal/task they are working on. Then use *The Coaching GuideBook** and the Coaching worksheets to discuss how to proceed. Explain that this will create an even more efficient and effective way to communicate and allow them to receive the appropriate amount of direction and support to accomplish their goals.
- d) By the end of the meeting the team member should know the basics of the process, agree on a date for the next meeting, and have an assignment to complete a Coaching Worksheet that best matches their Developmental Step regarding the goal/task on their SMART Goal Worksheet.
- e) End the meeting together in prayer, committing both of you and this process to the Lord for His glory.

*Both team member and leader should refer to *The Coaching GuideBook* during meetings. Order additional Coaching GuideBooks from Lead Like Jesus at www.LeadLikeJesus.com.