



Facilitates others defining their own

Listen + Ask → Action

- Not interrupting

- Focus on what's being said (or not said) versus what you want to say

- Allow for pause/silence

- Appreciate different perspectives

- Explore alternate perspectives/possibilities; - avoid assumptions/judgement

- Ensure common understanding of challenge/goal

- Open ended questions (how/what)

- Keep advice monster in check (Ask vs Tell)

Inquire about

- Keeping focused

- Resources/partners

- Anticipating challenges/obstacles

- Measures of success

- Adapting and iterating

- Accountability



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ACTION PLAN



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Compelling Vision: _____

More

Start

Less

Stop

Curiosity Tips

- 1 Yes, and...
- 2 How/What - open ended
- 3 Minimize but and why
- 4 Respond versus react; habits
- 5 Don't take it personally



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Summary from Partners Not Opponents: Turning
Communication Into Connection
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Pandora Ray, CMC, CCS, CALC Masters in Organizational Mgt., Masters in Public Health, Coach- 123, is a Certified Masters Coach with a specialty in leadership development and facilitation. She has more than 20 years of experience in leadership program development, health care administration and leadership coaching with expertise in change management, conflict resolution and strategic communication. Combining her experience, coaching training from the Center for Coaching Certification and her degrees in Sociology, Pre-Law, Organizational Management, and Public Health, Pandora embodies the idea that learning is a life-long endeavor. Her commitment to ethical behavior and divergence makes her an exceptional coach who is always seeking ways to improve and pay it forward to her community.

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Kris Liebau, ACC, CMQ/OE, CQE, Action and Ease Leadership Coaching is the founder of Action and Ease Leadership Coaching. Kris helps engineering executives and managers propel themselves and their teams forward. She's best known for her innovative, 2-part coaching program that empowers you to identify the most valuable actions to take to grow yourself, lead with ease, communicate effectively, and guide your team to reach their potential. Kris comes to this work having trained hundreds of people across her 20+ year career in leadership roles in engineering, quality, manufacturing, and the National Ski Patrol. She holds a master's degree in engineering management, multiple key quality and engineering certifications, and several top coaching and change leadership certifications including ones from Cornell University, International Coach Federation, and Positive Intelligence. In all that she does, Kris is passionate about guiding you to be able to trust yourself, reach others, and act with impact together.

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