

Power in Coach-Client and Trainer-Student Relationships

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What's power got to do with it?

Creating a Container

- Stay curious and open
- Lean in, but don't tear
- When you feel discomfort: slow down, pause, notice, get curious
- Compassion
- Expect non-closure

EXERCISE

POWER PULSE using a Measuring Stick

1. How powerful do you feel?
2. How powerful might other people think you are?
3. How effectively and consciously do you use your power?
4. Where do you go when power is taken away?

Coaching & Coach Training Through the Lens of Power

Power exists in
coaching contexts

Ineffective use of power = potential harm to
clients/students/trainers

Impact on
clients/students/trainers ...

DECREASED morale, engagement, productivity, sense of belonging, mattering
INCREASED frustration, internalization of oppressive messages, health issues

Definitions

POWER:

“Using power well – that is responsibly and effectively – is the ability to impact and influence situations, across diverse and unpredictable contexts, legitimately (with the implied or explicit cooperation and agreement of others), for the greater good.”

~ Julie Diamond www.diamondleadership.com

Definitions

PRIVILEGE: a set of unearned benefits given to people who fit into a specific social group . It doesn't mean their life was easy or that they didn't/don't work hard. It simply means that they didn't/don't have to face the obstacles others have had to endure. It means that life is more difficult for those who don't have systemic privilege.

RANK: persons forming a separate class in a social hierarchy; relative position, standing and/or station

Types of Power

- **Social Power:** race, gender, age, social class, education, etc.
- **Positional Power:** position we hold, belongs to the role, authority.
- **Expert power:** knowledge, information, education and experience
- **Historic power:** the sense of rank you grew up with; social, familial, cultural
- **Access and resources:** how easy it is for you to access resources – information, people, knowledge
- **Physical power:** strength, presence, comfort, size, looks
- **Justice:** the sense that justice is on your side
- **Personal power:** personality, life experience, EQ, relational/social skills, sense of purpose, meaning, belonging

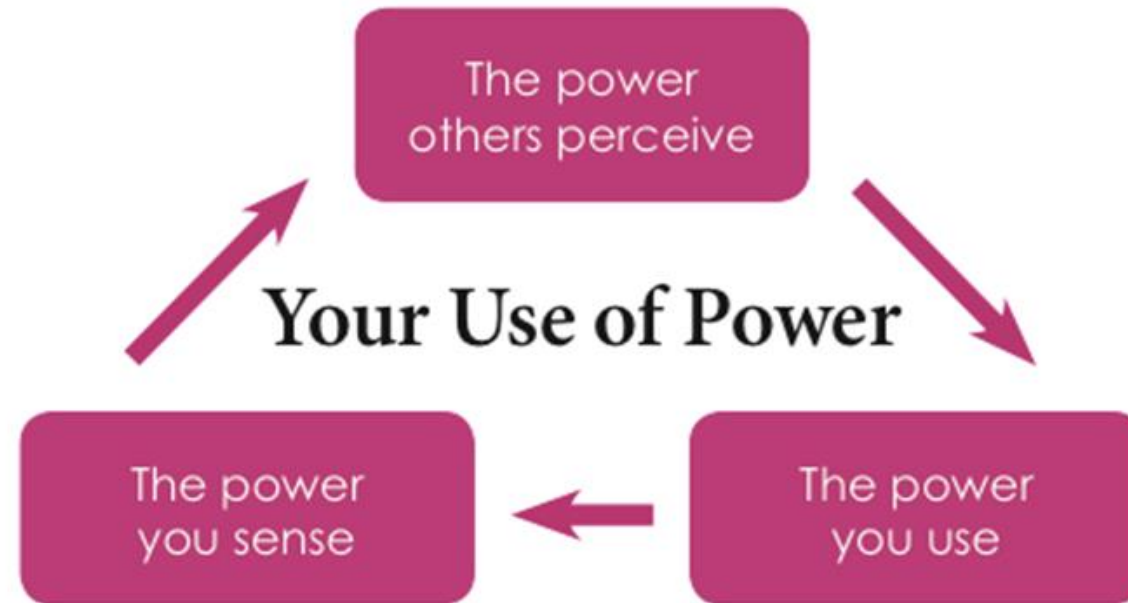
EXERCISE

Power Wheel

What is the power source you:

- are **most comfortable** with
- are **least comfortable** with
- **forget** you have
- **avoid**

Your Use of Power



There is a difference between the power we sense, the power we actually use and the power others perceive us to have.

Debrief & Discussion

1. Given today's experience, what are you noticing about the use of power in coach training, curriculum development, pricing, your training, your coaching school?
2. So ... now what? What are the implications for you as coaches, coach trainers, ... for transforming power in this field?

CLOSING

1. What are you taking away from today's session?
2. What are you committing to? What is your call to action?

THANK YOU!

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