

Recovery Coaching Update

Let's review strengths:

What have you accomplished since your last review that you are most proud of?

I think I accomplished a great deal in 2009 with the amount of training that I have done, including PET, KRSA Workshops, and customized workshops. I believe I have traveled about 65 percent or more in the last year.

I have facilitated 10 PET classes throughout the USA, England and New Zealand. I have facilitated 3 Advanced PET courses --two of these were co-facilitated with Lori and two were done in California by me

I delivered two KRSA Workshops in Michigan and one in Louisiana.

I completed and upgraded a "Train the Trainer Package" for the Advanced Peer Practices Course which includes animated PowerPoints, lesson plans and classroom skill exercises. I also designed a trainer certification process for that course. I sold four of these packages to Riverside, CA with three separate trainings as part of the facilitator certification process.

I completed a "Train the Trainer" package for the "*Home Is Where the HEART Is Workshop*" The package includes Home-HEART Workbook, HEART Plan Booklet, Animated PowerPoints, Lesson Plans, Classroom Exercises and Posters.

I delivered a 4-day Home-HEART Workshop for RIAZ in February of 2009 and certified about 8 peers to facilitate the program. (RIAZ now delivers the Home/HEART Workshop every few months as part of their housing program service.) ROC has sold many of the Home-HEART Workbooks and HEART Plan Booklets as well.

Additionally, I upgraded the PET Handouts, PowerPoints and lesson plans to accommodate the two new trainers in ROC. The upgraded package will also accommodate future external folks we certify to facilitate the PET.

I also submitted a one-day institute proposal for the "*Home Is Where the HEART Is*" Workshop at the 2010 USPRA conference, and it was approved, They also approved a two-hour KRSA workshop proposal that I submitted.

I have started the development of a new training program, called "Giving Back Is Getting Back" which is a type of Employment for Success training program. I initially started to overhaul what we had developed but I soon saw that a whole new approach was needed. I have also started to develop an additional 12 new KRSA's to add to our set of 52.

Lori's note: Chris you have made such a wonderful contribution. It is an honor to work with you. Thank you so much for all that you do and for the spirit in which you do it. Your contributions have been one of the main reasons we have been able to be a solvent and successful training program. Thank you from the bottom of my heart.

What experiences caused you to stretch and grow the most?

I think putting together the entire training packages on the Home-HEART and Advanced Peer Practices has helped me fine tune my curriculum development skills.

Another area of growth has been training trainers. I think this has stretched you into a better mentor. I see the work you do with Terrance and Gloriana as evidence of this. You seem more comfortable and flexible and even better able to get others on board with you without much effort.

What strengths do you use most often?

I think I regularly use teaching skills, motivational skills, writing skills, marketing skills, sales skills as well as design and development skills.

Yes, I agree. Also your skills at being a great team player are often used. This has been good role modeling for the rest of the team, since they all look up to you so much.

What did I do as your coach to that helped you the most?

I reviewed what I wrote for my last review and it still stands for this review. See the following:

“Lori, you are always there for me if I need you! You not only support and coach me when I need you to do so, but I can always think about how you would respond or handle something which often helps me figure out the right direction. Your example is one of the most powerful qualities of your coaching. That example is consistency, staying on message and operating at a love level for all the people we work for and with.”

Thank you Chris. It's an honor to work with you. Let me know if I start to slip.

Increasing strengths:

How do you want to use your existing strengths more effectively?

I think I would like to actually teach/facilitate more of the training products we provide besides PET. I would like to facilitate Advanced PET, more KRSA Workshops, Home/HEART Workshops, and etc. I am hoping to do this more now

that we have two more trainers on board with ROC. I would like to get our other training products as much in demand as is our PET. And I think by specializing in these products, I will get the chance to not only refine them but also to make them a demand in our market.

I'm glad you want to grow in these directions. We should have a good opportunity to do this. Also this is one of the priorities for us over the next year. We need more products, and we need to get the products we already have on the market. I'm looking forward to working with you on these things

What new strengths and skills do you want to develop?

I really would like to develop some specific technical skills, particularly with PowerPoint and media. I think this will help us in our product development. I am presently making progress with this area and hope to do so even more.

I think it would also be good if I could develop more on the consulting, marketing and sales side of our business.

The area of technical skills where I think we need to get much stronger is on web-based trainings, or in creating videos of our trainings. I hope we can find some people to work with who can really help us with this sort of thing. I don't see any of us becoming experts in the technical stuff, but in knowing enough to get the right help. This way we stay as the subject matter experts and bring in others who can do the technical stuff. Let's keep this as an intention and set some goals to make it happen.

I'm so glad you are interested in the consulting and marketing aspects. I can start including you more in the consulting areas. You are doing great in the marketing areas already, but maybe we could all benefit from a strategic plan. We did a little of this at our last ROC mtg, but I think we need to get more specific. I'll take responsibility for getting this started.

Are there any changes you need to make in order to develop your strengths?

I would like to have some more time for development and marketing. I think that by having more breaks in between classes on the road will do this as well as help with personal wellness. I think this will improve somewhat with having two more trainers on board and perhaps some opportunities to train in Phoenix occasionally.

It would be great to have a week in-between classes as opposed to training back to back courses. I also realize that sometimes we don't have options.

I agree. This fits with what we have above.

How can I as your coach help you build on your existing strengths and develop new ones?

Lori, anytime I can deliver any training with you or co-facilitate, is always development for me. I would also love to accompany you on a consulting trip in the future so I can learn more about how to do that. And I think working with you more on the selling/marketing part of our business may help me fine tune this skill.

Let's plan on you working with me on the Texas job. That will give us opportunities to do this. Also, the work you are doing with pa will be good experience. And, as mentioned above, let's put together a marketing plan that you can use to guide your work in this area. Also, if you're available, you can join me on the calls I have with Harmony House. We can plan the future ones around your calendar, but the next one is set up already. See if the timing works for you – check with Lisa.

Opportunities:

What opportunities will you need to have in order to continue to learn and grow your skills and abilities?

1. I think it is always good to be involved in different types of training and/or presentations. It may be good for me to see (participate?) more of Gene and you doing the Recovery Kick Offs. **Working with Gene on the England opportunity will be great for you.**

2. I need to continue getting involved in conferences and/or speaking engagements. **OK**

3. I need to work with someone who has technical skill in PowerPoint and Media skills. **Can we focus this on the web stuff and the video trainings?**

4. More down time from training to generate sales calls, consulting, and etc. **OK**

How will you go about lining up these opportunities?

1. I can make myself available to you and/or Gene as needed.

2. I will start to utilize my none-travel time for marketing as much as possible. **great**

What do you want your coach to do to help you with this?

Continue doing what you always do. And if there is an opportunity to include me on a consulting project, that may be a good start.

Will do

Making a Plan:

What do you want to do to continue to develop your skills?

My development and design of the “Giving Back Is Getting Back Workshop” will continue to stretch my skills.

And obviously, as I continue to deliver more of our other training programs, my overall skills in working in the field of recovery services will be enhanced. **Let’s think about your skills in leading and coaching, since I’d like to bring that material back on line and get it in marketable condition**

How will you deepen the meaning and purpose of your work?

I will continue to align the work I do with my own spiritual values and beliefs without opposing those values and beliefs on others. **great**

What will you need from your coach in order to do this?

I will periodically need feedback and/or guidance from you, Lori. **Will do**

How will you know if you’ve been successful? Or, what specific outcomes are you hoping for?

It will evidenced by referrals for more training and/or consultation as well as purchases of more of our training products and services. **This is a brave way to measure your success. Let’s keep track so we can see if it works.**

Chris thanks again for everything you do and for who you are as a person. I love working with you and truly appreciate the contribution you make. Please don’t retire before I do.