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Consulting

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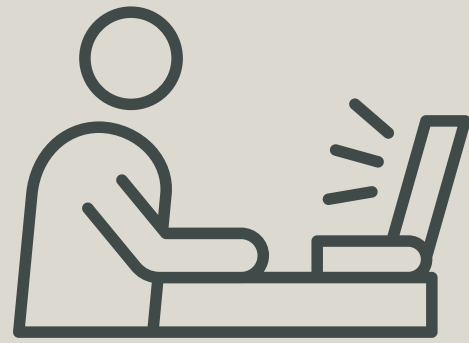
Next Steps on Your **LEADERSHIP JOURNEY**

The Role Coaching Can Play

What does a coach do?

In a professional coaching relationship, the coach

- co-creates a coaching plan with the client that anchors the engagement
- helps the client set clear goals and take ownership of their career journey
- guides the inquiry-based exploration necessary for the client to find their own clarity
- creates a confidential space that facilitates the client's insight, self-discovery, and growth with powerful questions and tools that help them build on their strengths and transform their learning into actions



Roles I Play As A Coach

I keep you goal-oriented

What would put you in the driver's seat?



I help you explore

What are your emotions revealing about what matters to you?



I help you see more clearly

What conditions for success can you influence here?



I challenge you

What is getting in the way of your growth here?



I help you find your agency

What is possible now?



I give you safe space

What are your anchors in the midst of this challenge?



I keep you honest

What story are you telling yourself?



I help you make meaning

What is this teaching you about what you need?



Coaching Sessions

What to Expect

1

Check In & Agenda Setting

We start the session with a check in on your action items and coaching plan, then set an agenda for the session that includes a concrete outcome. (10 minutes)

2

Questions & Reflection

The heart of each session is a series of questions or tools I introduce that help you achieve your goals for the session. Near the end of our time, I ask you to articulate your takeaways from our discussion. (45 minutes)

3

Action Items & Accountability

In light of those takeaways, I ask you to identify action items, a timeline, and how I can help to hold you accountable for your progress. (5 minutes)

In Session: “Robin Lee”

Robin Lee is a third-year Associate Dean preparing to search for a Dean’s role next year. Their supportive Dean asked Robin to take over attending the college’s monthly chairs meeting. Robin jumped at the opportunity to gain more direct experience with the chairs. The first meeting was a disaster. To build rapport, Robin invited Q&A about initiatives in the Dean’s office. The Q&A quickly became a grilling about reductions in the adjunct faculty budget and reassigned time. The chair from Robin’s former department even raised their voice: “Are you going to support us or not?” Robin came to their next coaching session doubting they have what it takes to be a Dean.

1

Check In & Agenda Setting

We acknowledge some big feelings. Then, since one of the goals in Robin’s coaching plan is to improve their executive presence, they decide they want to use our session to rethink their role and approach to this meeting. (10 minutes)

2

Questions & Reflection

What was unproductive about their first approach? What conditions can they influence to get a different result? Robin realizes they can shape what happens in the meeting by developing an advance agenda with the convener. (45 minutes)

3

Action Items & Accountability

Robin decides to meet with the convening chair to understand the group’s needs, name a shared purpose for these meetings, and identify two agenda items; they ask me to email an “accountability nudge” in two weeks. (5 minutes)

For Discussion

The year ahead

Reflect on the knowledge and skills you have gained through your 2026 Summer Institute experience. Then ask and answer the following questions with a partner.

- 1** What are your professional development goals for the next year? (Name one to three.)
- 2** What strengths will you build on to achieve your goal(s)? What challenge(s) do you anticipate? What can you do to prepare for those challenges?
- 3** What is one action item you can identify? What is your timeline? What accountability measure can you create?



Contact Me



Let's talk further about your goals and how an individual or group coaching engagement could work for you.



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