



THE ALLIANCE CONVERSATION

The Alliance Conversation is the quickest of all ten coaching conversations. It's a simple agreement with your coach - in advance of a practice session or a performance in front of a client - to use the feedback tool to help you make measurable progress on a specific piece of knowledge, a skill or a discipline you are working on.

RULES OF ENGAGEMENT

Frequency	Frequency is up to the coachee, but should happen at least 1 - 3 times per week
Duration	No more than 5 minutes
Preparation	<p>Coachee: What is being practiced; intended outcomes; specific action(s) to improve this knowledge/skill/discipline</p> <p>Coach: Working knowledge of the Feedback Alliance™ Tool</p>
Execution	<p>Knowledge: Ensure all three essential elements of an alliance are present in this conversation</p> <p>Skill: Ask clarifying questions to ensure that coachee is getting granular enough about the specific knowledge, skill or discipline being practiced/performed</p> <p>Discipline: Ensure your coachee has chosen the appropriate actions that will support improved performance</p>
Outcome	Agree on a focus for practice or client interaction

AVOID THESE TRAPS

1. Not creating an alliance
2. Not getting granular enough
3. Leaving outcomes vague
4. Failing to list specific, concrete actions

