

Cross-Cultural Coaching: Leveraging Differences for Client Growth

The purposes of a person's heart are deep waters, but the one who has understanding draws them out.

—Proverbs 20:5

Three Learning Objectives:

1. Understand how culture impacts coaching.
2. Work with 4 cultural effects on the client-coach relationship.
3. Use 3 coaching strategies for effective cross-cultural coaching.

Form & Function

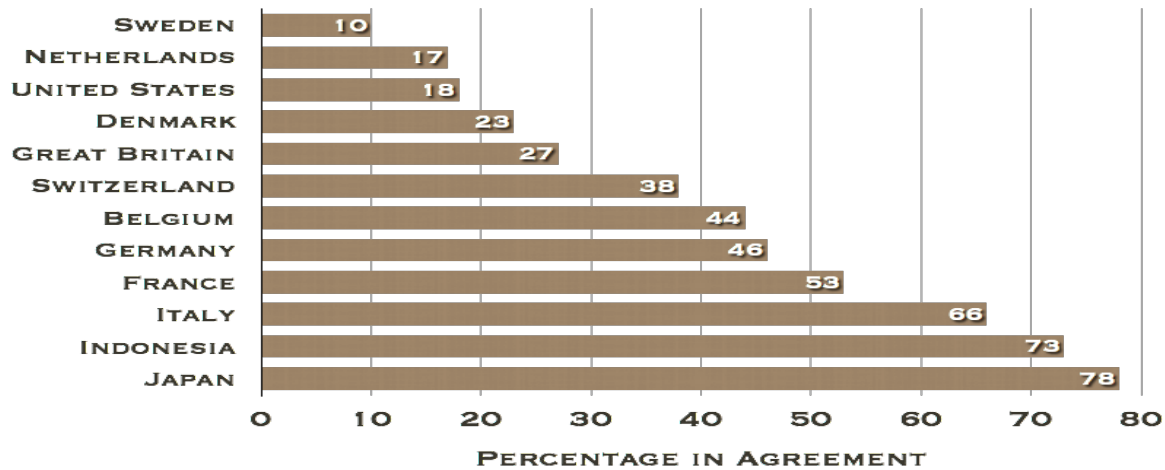
Culture

“Shared values and beliefs.”

“The issue is not whether culture matters... the issue, rather, is how—not whether—culture matters.” —Amartya Sen

Culture Matters

“It is important for a manager to have at hand precise answers to most of the questions that his/her subordinates may raise about their work.”



Laurent A (1983) 'The Cultural Diversity of Western Conceptions of Management' International Studies of Management and Organisation, vol 13 no 1-2 pp 75-96.

How the Coachee Views the Coach:

1. Selection of the coach.

2. Status of the coach.

3. Role of the coach.

4. Expectations of the coach.

3 Coaching Strategies

1. Determine to only coach and to not give advice or teach.

2. Coach the client with their community in mind, not only as an individual.

3. If they get stuck, use Directed Discovery.

Highlights

1. What was helpful for you?

2. What do you want to try as a result of today's call?

About the Presenter

Keith E. Webb, D.Min., PCC is passionate about empowering Christian leaders to multiply their impact. In 2005, Keith founded Creative Results Management, a global training organization whose clients are faith-based non-profit organizations. He designed the COACH Model® and the [Coaching Mastery Certificate Program](#) and has delivered training to leaders in more than 30 countries. The ICF has approved his training programs.

He lived 20 years in Asia – Japan, Indonesia, and Singapore. He is author of [The COACH Model for Christian Leaders](#), [Coaching In Ministry](#), and the past-President of the ICF Washington State chapter.

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Free downloads from: <https://creativeresultsmanagement.com/downloads>

- “50 Powerful Coaching Questions”
- “The Coaching Roadmap: How To Become A Professionally Trained & Certified Coach”