

Advising as Coaching

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Hello!

Eboni Morgan

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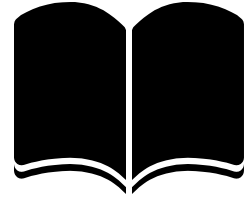


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Agenda



- What is Academic Advising?
- How Does Advising Support Student Success?
- Coaching vs. Advising
- The Benefits of Corporate Coaching
- Key Takeaways

What is Academic Advising?



Informational

We provide timely, accurate information to our students in regards to navigating their degree

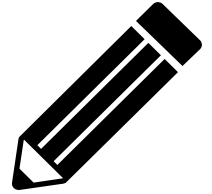
Relational

Collaborative relationships with students and articulating the logic and purpose of their degree.

Conceptual

Understanding approaches to advising to further professionalize the staff.

How does Advising Support Student Success?



Academic advising is a multi-dimensional approach that includes, but is not limited to; curriculum, identifying knowledge and transferability of skills, life and career-development, decision-making guidance and support. All components are streamline with policy, procedure, regulations and the institutions' overall mission, culture and environment. (NACADA, 2006, 8).

My Experience with Athletic Coaching

'The OTF Protocol'



Step 1: Mental Evaluation and Goal Setting

- Asks questions about individual's interests, self-evaluation, short/long term goals etc.
- Gaining better understand of individual overall

Step 2: Athletic Evaluation

- Physical tests to challenge individuals and to demonstrate strengths and weaknesses

Step 3: Program and Training

- Combination of information gathered from Step 1 + 2 will support the creation of a suitable, personalized plan

Athletic Coaching The OTF Protocol

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Coaching for Academic Achievement- Deiorio et Al

Step 1: Establishing Principles of the Relationship

- Establish individuals goals and parameters of relationship
- Gaining information about the whole individual

Step 2: Conducting an Assessment (Personal and Systemic)

- Personal assessments = Guiding the learner to discover their learning/ interpersonal management style
- Systemic assessments= tests, assignments etc

Step 3: Action Plan

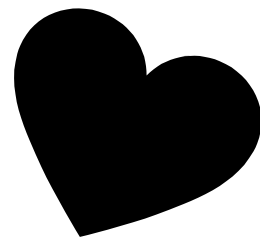
- Includes goal setting, self-reflection, determining revised actions for goal attainment etc
- The learner designs the plan; the coach holds the learner accountable

How Coaching Benefits Athletes



- Building Personal Awareness
- Accountability Partnership
- Setting goals and working towards achieving them
- Transferable skills (time management, being 'coachable', Results-oriented focus, teamwork, critical thinking etc)

Applications for Advising

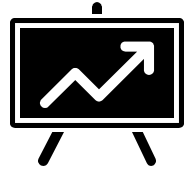


“An academic coach is a person assigned to facilitate learners achieving their fullest potential. Coaches work with learners by evaluating performance via review of objective assessments, assisting the learner to identify needs and create a plan to achieve these, and helping the learner to be accountable. (Deiorio et Al, 2016)

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- Engaging Conversations with Students
- Strengths-Based Advising Method
- Consistent Check-Ins

Corporate Coaching Models



- Mindfulness Model (ACT)
- Strengths Model (Appreciative)
- Solutions-Based Model



Coaching Models

Strengths-Based

How can we leverage the coachee's strengths to their benefit?

Mindfulness (ACT)

How can we use a coachee's values to lead them in the right direction, and help them not fall into stressing over roadblocks?

Solution-Oriented

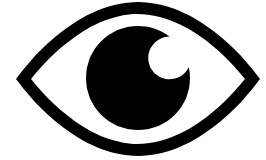
How can we help the coachee see what "can be done" in difficult situations?

Applications for Advising



- Advisor Philosophy
- Similar framework to advising
- Mutually Beneficial for future leadership

Let's Review some Key Takeaways



Benefitting the Student

Connecting with Students

This is particularly important during COVID-19. Create a safe space for students to discuss more than just their academics.

Benefitting the Advisor

Advisor Philosophy

Advisors are able to articulate their advising philosophy as the frameworks for corporate coaching work both ways.

Lifelong Skills

By fostering this relationship with students, you are further helping them attain skills that will last beyond their academic journey

Similar Frameworks

Advising students has similarities to corporate coaching so there are benefits to using coaching frameworks.

Holistic Lens

Remember to view students as holistic individuals. They are so much more than “just students”!

Leadership

For advisors who wish to seek leadership roles in the future, they can use these frameworks to speak to their abilities.

Thanks!



Any questions?

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