

COACHING FOR CAREER ADVANCEMENT CULTURALLY-DIVERSE STUDENTS

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WHAT TO EXPECT

- Terminology and definitions used in this session
- What challenges do culturally diverse students face and why is it important for them to be supported?
- What is your role as a coach?
- Coaching Practice!
- Some interesting resources for future reference

WHO AND WHAT ARE WE FOCUSING ON IN THIS SESSION?

Definitions

- Visible minorities includes...
- Diverse students includes...



CHALLENGES



- Challenges faced by students at law school
- Challenges faced by students at the firm
- Authenticity in the profession and challenges

DIVERSE STUDENTS FACE UNIQUE CHALLENGES



YOUR ROLE AS A COACH

The **ICF** defines coaching as:

"partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. Coaching is a client-driven process that's distinct from other service professions, such as counseling, mentoring, consulting and training."

- Develop Trust
- Explore goals and values
- Listen
- Be Curious
- Offer Accountability



Our challenge is to not dictate, advise or instruct, but rather help the coachee (student/associate) arrive at a solution.

YOUR PERCEPTUAL LENS



The way we see the world is shaped throughout our lifetime by:

- **Cultural Learning** (norms, language, values, behaviors, practices)
- **Historic Group Learning & Cultural Narrative** (experiences, stories, history, thematic beliefs)
- **Individual Learning & Narrative** (individual experiences, trauma, & history)
- **Social & Institutional Learning** (patterns of historic behavior in relevant institutions)

EXERCISE

Recall an incident that occurred in your life in which you felt different from people around you.

- What happened?
- How did you feel?
- How did this incident influence you?



WHAT CROSS-CULTURAL COACHING INCIDENTS COULD YOU ENCOUNTER?

- **Coach-Client Relationship** (expecting friendship; idealization; informal addressing; reservations; establishing trust)
- **Coaching Setting** (coaching with company; clothes and location)
- **Role Understanding** (role expectations; hierarchy)
- **Communication** (loss of face; uncommunicative; positive focus; feedback challenges; body language)

Moser, Osterweil and Franklin – Critical Incidents in Cross-Cultural Coaching (2013, ICF Website)

COACHING COMMUNICATION AND DIFFERENCES

Common communication differences include:

- Direct vs. Indirect Communication
- High Hierarchy vs. Low Hierarchy
- Collectivism vs. Individualism



YOU DON'T NEED TO BE A CULTURAL GURU TO COACH SOMEONE WHO IS DIFFERENT TO YOU!



WHAT CAN YOU DO?

- Empathizing, then coaching
- Cultural Competency
- Culture is only one possible focus of the relationship
- Creating a shared 'coaching culture'
- Trust is paramount in any coaching relationship
- Shared reflection of the relationship is powerful



The coach-coachee relationship in a cross-cultural context—An exploratory study (David David) (2015, ICF Worldwide)

COACHING PRACTICE



- Overview Techniques/Tips in Coaching
- Introduction of Probing Questions Worksheet?
- Introduce Role Play/Provide Scenario
- Role Play
- Debrief on Role Play

COACHING PRACTICE

- Work in Diads: Person A is the "Coach"; Person B is the Coachee/Observer
- Person A coaches Person B for 5-6 minutes
- Person B provides constructive feedback to Person A for 1-2 minutes
- Person B coaches Person A for 5-6 minutes
- Person A provides constructive feedback to Person B for 1-2 minutes



RESOURCES FOR FUTURE REFERENCE

- NALP – multiple Coaching Resources
- Law Society of Ontario Coach and Advisor Network
- Critical Incidents in Cross-cultural Coaching: The View from German Coaches (Möller, Julia; Ostmeier, Esther; Fusch, Ronald, 2019, ICF Website)
- Coaching Across Cultures (Philippe Rosinski, 2003, International Journal of Coaching in Organizations, ICF Website)
- The coach-coachee relationship in a cross-cultural context—An exploratory study (Daniel Pauw, 2015, ICF Website)
- Coaching Across Cultures (Kelvin Lim, 2015, ICF website)
- The Authenticity Principle, by Ritu Bhasin, <https://ritubhasin.com/book/>

CONCLUSION


