

Building Sustainable Family Parents as Coaches

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Ellison Model Parenting

- Basic Values: Caring, Sharing, Loving, Honor, Respect & Trust
- Parents are Role Models and Mentors
- Parents Live from Above
- Parents are guided by a spirit of wisdom in rearing their children

21 Century Parenting

- Recap
- Parenting
- The Wireless Generation
- Ellison Model Approach to Parenting

Parent as Role Model

- *If you want your family to become rotten, do rotten things. If you want your family to become a sharing, caring, and loving family, you, the parent(s) must become, caring, sharing and loving.*
- *The behavior desired by the young must be exhibited. This is the point made above in The Ellison Model mentoring approach.*
- *Just as subordinates learn by what they see others do in an OJT (on the job training), children, while they learn much from books, learn much more from what they observe.*

Love Works Like This

- Slater, the author of *Love Works Like This : Moving From One Kind of Life to Another*, has written:
- *If you want your child to display integrity, empathy, and responsibility, you need to embody these values.*
- *If you want your child to speak politely and display respect for other people, you have to speak politely, even when your temper's running short.*
- *If you want you child to learn to value property—yours and others'—demonstrate it by tending to your own things: Pick up books and newspapers and put away clothes and dishes.*
- *Better yet, allow your child to participate in these activities with you*

Parent as Role Model

- We have seen above that a mentor is a teacher or guide; we now add that he or she is also a role model.
- In an organization, the chief executive is a mentor; we shall liken him or her to a parent with responsibilities for the household.
- When he or she demonstrates caring, sharing and loving values toward the employees without regard to rank, age, religion, race, etc, they show themselves to be inclusive community (organization) builders.
- The executive becomes at once a mentor, the teacher of the company's values, and role model, exhibiting those values.
- In like manner, the same is true with the parent whether the family is headed by male or female.

Coaching is Required

- Like the chief executive, the parent must teach good family values and exhibit those values in building an inclusive family organization. To do this coaching is required.
- Traditional managers tend to focus on top and bottom performers. Top performers can expect to receive a reward while bottom a pink slip or a warning to shape up before being shipped out.
- The Ellison Model coaching approach to management takes the view that the team is important to the success of the company.
- Every person on the team must pull his or her weight, however, if any member of the team is found slipping, attention is paid to that one to encourage toward better performance.

Management Seen as Coaching

- Management seen as coaching requires knowledge of human resources management.
- In the information age where managers no longer have an alleged knowledge advantage over workers, nurturing the creativity, adaptability and resourcefulness of employees are of the utter most importance.
- Management must get the best out of the employee.
- Coaching aids in this process because its approach is a nurturing rather than dictatorial method of operation, and by way of this nurturing approach, human resources are valued.

Coaching Principles Applied in Parenting

- When coaching principles are applied in parenting, they too must be buttressed by a set of values including respect, trust, and honor for each member in the family.
- By respect is meant to esteem or have a high opinion of. In this instance, the parent is respected because he or she demonstrates respect as they interact with others in the family.
- Trust is defined as reliance. The members of the family know that the parent is trustworthy or reliable, and this is confirmed by the parents' behaviors.
- Honor is credit or admiration. The parent is a credit to the family. Moreover, each member of the family is viewed as important in their own right.

Falling Short of ICB Goal

- If a family member falls short of the expected goal of inclusive community building, the parent as coach is called upon to tap into his or her creative ability to nurture that one along.
- The stronger must be willing to aid and encourage the weaker member until the weaker member is able to carry his or her own load and ultimately be able to assist others as well.

Parents Abdicating Responsibility

- Many parents have abdicated their responsibility in raising their children looking to teachers to serve as surrogate parents, with less than optimum successful outcomes.
- Other look to pastors and devoted religious leaders, only to see their hopes dashed by the large number of pedophiles among them.
- There is no substitute for parents parenting their children.
- Parents must instill in their children lasting memories about what is right and wrong, good and proper before they turn them over to others for instruction.

Honest Today Dishonest Tomorrow

- When parents vacillate between honesty and dishonesty, between what they practice and what is expected of their children, they send mixed messages that reflect in unwanted behaviors by their children.
- Children as young as kindergartners engage in a degree of critical thinking about these mixed messages including cheating, lying, taking responsibility, etc.
- Parenting children is more than just a presentation of morality in the presence of children; parenting has to do with who we are as parents; it has to do with what we stand for in life.
- It goes to the heart of who we are as human beings.