

RED2BLUE 1:1 CERTIFICATION PROCESS

# Expectations, tips and next steps

## WHAT IS THE 1:1 CERTIFICATION?

The 1:1 certification is a personalised individual online call with a Red2Blue master coach, where you will be asked to deliver the initial section of the "Introduction to Red2Blue" slide deck. Like with any process that requires some scrutiny, you may feel a bit of pressure. To reassure you, this call is just a conversation where you are delivering engagingly and accurately the Red2Blue story. We want you to present the following points in order:

- › Performance line 0-100
- › SSM (Structure, Skillset, Mindset)
- › Pressure / Bad day
- › Skill vs Problem – prime issue = control of attention
- › Control Circles
- › Red Head Blue head
- › How does a map help?

It is crucial that you prepare the delivery using the above sequence only. There are a million ways you could do this in practice, i.e. spend more time in some sections than others. However, keep the sequence the same for this certification so we can evaluate your understanding and delivery of the Red2Blue story. For a detailed version of our expectations, head to the certified coach checklist at the bottom of this document.

## WHO ARE THE RED2BLUE MASTER COACHES?

The Red2Blue Master coaches have years of experience delivering Red2Blue to several audiences and are experts in how the Red2Blue story should unfold. On the day, however, we will be whomever you want us to be. On the day, we would like you to prepare and deliver the session to your preferred audience, and we will act like them. For example, if you are planning to deliver Red2Blue to managers and leaders in business, please ask us to be a manager or similar.

The key here is to use us – it should feel like a semi-structured conversation rather than a lecture engaging your audience. We may ask you some questions and share our thoughts throughout your session, staying in character, and only at the end we will give feedback and share our comments on your delivery.

## HOW SHOULD I DELIVER?

There is no right or wrong answer to the style of delivery. Every person will have their style of delivery, and we accept that. We will primarily be looking for the content of what you're saying.

## THE SKELETON

Before each Red2Blue delivery, we (the Master Coaches) always draw a sketch/plan before we deliver to ensure that the flow remains smooth and engaging. This concept is the Gazing principle – have an overview before delving into the detail.

We call this a skeleton, and this is one of the first things we will ask you to show us your skeleton. Please be prepared to show us how you have planned your session delivery. A scribble on a page is fine; there is no need for a fancy plan. Instead, we want to see a plan of how you would deliver this session to your clients.

Why do we do this? Right now, you may not feel the pressure, and you may feel fine on the day, but sometimes the pressure may get to us. And although diverting under pressure happens, it's a clear and unwanted risk for performance. A skeleton helps us reset, take a step back, see where we are in the sequence and continue with minimal disruption.

# TOP 10 TIPS FOR YOUR DELIVERY

## 1 PRACTICE

Practice before delivering. It is not easy to deliver the Red2Blue story without some practice. Set some time apart during your week to go through the slides, understand all the concepts and deliver them to your family and friends.

## 2 DON'T RUSH

There is a tendency for coaches to introduce concepts too quickly in the delivery. For this reason, your skeleton is vital. For instance, if we hear the word Red2Blue before the heads diagram, you are going way too quickly! Make sure each concept is explained and introduced in the recommended sequence.

## 3 GET TO THE POINT

Don't spend too much time on each slide. Each slide has a purpose, and it has a key learning point. If you ruminate too much on one slide/learning point, you will start to lose the audience.

## 4 BE ENGAGING

It should feel like a semi-structured conversation rather than a lecture. Guide your audience, involve them, and make sure it seems relevant to them.

## 5 DRAW

Draw a skeleton. Some coaches either forget or don't see the importance of the skeleton, but it could be handy, and you will be asked to show us your plan.

## 6 READ

Read the theory notes and lesson plans. The theory notes will provide in-depth details of some concepts, helping you understand them further. The lesson plans will help you structure the session. We do not want you to read the lesson plans as if they were a script but feel free to use them to help structure your skeleton and delivery.

## 7 RE-WATCH

Watch the recording of the sessions again. The Master Coach that has delivered your course has experience in delivering Red2Blue. We are not perfect by any means, but look at our sequence and delivery and see how we express each point.

## 8 ASK FOR HELP

Ask fellow coaches for support. All of the fellow coaches in your cohort are in the same boat. Ask each other questions, practice with each other and help with the planning and delivery.

## 9 STICK TO THE PLAN!

If you draw a skeleton and a structure, trust the process. Under pressure, you may be tempted to go off track and try something new. This will cause a diversion which could impact your performance.

## 10 PREPARE

Use the tools and scenarios before you deliver. There is no better way to practice Red2Blue than before your Red2Blue delivery! Practice your what-ifs, control circles and scenarios (amidst other tools and exercises) that will help you recognise if you divert, accept you have diverted and choose to shift your attention, helping you perform and deliver an excellent certification session.

## FAQS

### DO WE HAVE TO DELIVER THE WHOLE SLIDE DECK?

No. We only want you to deliver from the start of the deck (Who are Gazing) to the Red Head/Blue Head Performance map.

### CAN WE USE OUR OWN SLIDES FOR THE DELIVERY?

No. Please use the slide deck provided in the Gazing Digital Platform. You may also want to use a flipchart and draw the line, triangle and circles, but we recommend using the slides to guide your delivery.

### WHERE AM I ABLE TO FIND THE SLIDES?

If you enter Gazing Digital and log in, enter the "Red2Blue Certified Coach – 2020" module. In the module, you will see a "General slides for delivery" section. There will be an "Introduction to Red2Blue" lesson in that section. If you enter the lesson, you will have access to both a PDF and a PowerPoint version of the slides. Under the section "Booklets", you will also be able to find lesson plans, theory notes and a delegate booklet that could help you plan your delivery.

### DO I GIVE EXAMPLES OR NOT?

For sure! Provide examples that are relevant to your target audience. If your target audience are rugby players, make sure your delivery is relevant to them. This will increase engagement.

### HOW LONG SHOULD THE DELIVERY BE?

There is no set time for how long the delivery should be. However, ensure you don't spend too much time on one slide, as you will lose the main learning point from each slide. As a ballpark figure, a certification delivery should be around 35-45 minutes. Of course, these timings will change for your actual deliveries, where you could spend one hour solely on the control circles!

### HOW MUCH SHOULD I PRACTICE BEFORE MY CERTIFICATION?

Practice as much as you need. The more you practice, the more comfortable you will become with the Red2Blue delivery and story.

### WHAT HAPPENS AFTER I DELIVER?

We will ask you first how you thought it went. We will then provide you qualitative feedback at the end of the session. We will review your structure, skillset and mindset and return for comments on individual slides if necessary. If the Master coach considers you are ready, you will become a certified Red2Blue coach.

### WHAT IF THE DELIVERY DOESN'T GO TO PLAN?

If the delivery doesn't go to plan and we ask you to do it again, that is not a problem. Remember, this is not an "exam"; this is just a way of helping you to ensure you understand the whole story. You may become certified the first time or be asked to deliver two or three times! But that will not affect your chances of becoming certified.

### WHAT HAPPENS IF I BECOME CERTIFIED?

As soon as you become certified, you will be part of the Certified Red2Blue Coach Global Community! You will have access to resources, tools and materials to help you deliver to your clients, as well as access to the Gazing Digital Platform.

## CERTIFIED COACH SIGN-OFF CHECKLIST

<b>Name</b>	
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The questions below are to be completed by the Certified Coach. Please answer the following questions (tick one box per question).

Expectations				
You have fully participated in the programme as a participant?w	TBC	No	Yes	
You applied the map and the tools in your own context?	TBC	No	Yes	
You have read the additional theory notes?	TBC	No	Yes	
You have accessed the Gazing Digital Platform and know where to access additional resources?	TBC	No	Yes	
You have considered how to integrate Red2Blue into your own programme?	TBC	No	Yes	

Preparation Ritual				
Prior to delivering back to the Master Coach you must complete a one page skeleton sketch to be clear about				
Learning points you want to cover in which sequence?	TBC	No	Yes	
Exercises and debrief points you want to make?	TBC	No	Yes	
Links between each section of your module?	TBC	No	Yes	

The questions below are to be completed by the certifying Master Coach.

Scrutiny by Master Coach				
The Red2Blue Coach can:				
Describe the overall purpose of Red2Blue and the Gazing Principle?	TBC	No	Yes	
Describe performance using the 0---100 line and elicit discussion?	TBC	No	Yes	
Describe the effects of pressure on performance and elicit discussion?	TBC	No	Yes	
Describe the performance equation and elicit discussion?	TBC	No	Yes	
Present mindset as a skill?	TBC	No	Yes	
Describe control of attention as the prime issue?	TBC	No	Yes	
Deliver the control circles exercise and elicit discussion?	TBC	No	Yes	
Unfold the Red2Blue map and elicit discussion?	TBC	No	Yes	
Describe the value of the map for individuals and teams?	TBC	No	Yes	
Facilitate experiential reinforcement of the Red2Blue?	TBC	No	Yes	
Articulate how the practice exercises help?	TBC	No	Yes	
Present and facilitate the practice scenarios and core tools?	TBC	No	Yes	
Bring the concept to life through examples relevant to the audience?	TBC	No	Yes	

Consequences				
Sign off?		No	Yes	
More help required?	TBC	No	Yes	



### ANY MORE QUESTIONS?

If you have any more questions, please contact the Master Coach that led your course delivery, who will get back to you to answer your question.

Best of luck!

### FIND OUT MORE AND FOLLOW US:

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