



FROM CLINICIAN TO COMMUNICATION COACH

Lessons in Leadership

OSSPEAC Conference 2025.

Empower. Evolve. Excel.

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WARM UP ACTIVITY: TWO WORDS, ONE LEADER

👋 Hello! It's nice to see you! Thanks for choosing to be here today! 💛

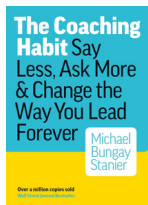
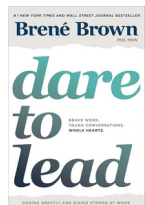
Before we begin today's session, take a moment to reflect on how you show up as a leader—formally or informally, loudly or quietly, in teams or behind the scenes.

From the list below, circle two adjectives:

- One that you feel represents a current strength you bring to your work as a leader.
- One that does not describe you—but that you admire in others or want to grow toward.

💡 You don't need to *overthink* this. Just go with what feels true today.

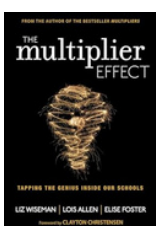
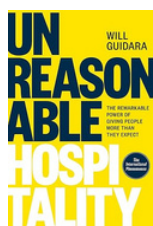
Adaptable	Bold	Curious	Empathetic
Focused	Funny	Grounded	Honest
Inclusive	Joyful	Kind	Logical
Mindful	Observant	Organized	Patient
Quick-witted	Reflective	Resourceful	Strategic
Supportive	Visionary	Witty	Zealous
Email-clearing legend	Calm in the chaos	Spreadsheet sorcerer	Creative chaos gremlin
Recovering perfectionist	Soft-spoken but secretly in charge	Daredevil	Reckless



REFERENCES & RESOURCES

Brown, B. (2018). *Dare to lead*. Random House.

Bungay Stanier, M. (2016). *The coaching habit: Say less, ask more & change the way you lead forever*. Box of Crayons Press.



Guidara, Will. (2022). *Unreasonable Hospitality: The remarkable power of giving people more than they expect*. Optimism Press.
LeadSpeak podcast.

Wiseman, L., Allen, L., Foster, E. (2013). *The multiplier effect*. Corwin.



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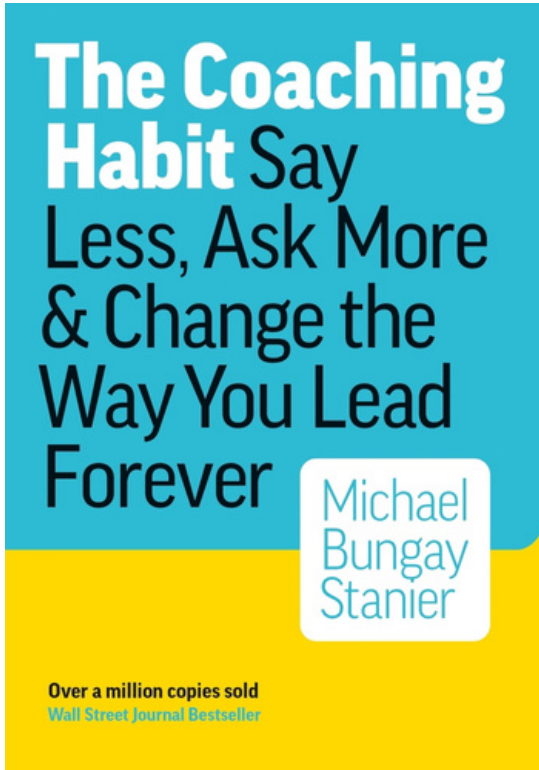
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APPLYING A COACHING APPROACH TO SPEECH-LANGUAGE THERAPY & LEADERSHIP OPPORTUNITIES



The Kickstarter Question:

The AWE Question:

The Focus Question:

The Foundation Question:

The Lazy Question:

The Strategic Question:





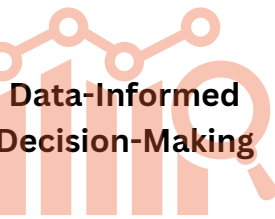

The Learning Question:

HOW COULD COACHING QUESTIONS BE HELPFUL?

[illegible]

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Leadership Dimension	Lessons of Leadership	Resources & References LS = LeadSpeak Podcast Series Guest
 Culture & Team Climate		<p><i>Brown:</i> Practicing gratitude, recognition. “Clear is kind.” “Contribute more than you criticize.”</p> <p><i>Guidara:</i> “Culture is built through intentional gestures.”</p> <p><i>Wiseman:</i> “Multipliers foster environments where people feel valued and engaged.”</p> <p>LS: C. Green, M.B. Hamilton</p>
 Interprofessional Relationship Building		<p><i>Brown:</i> “Use power with, power to, and power within...”</p> <p><i>Stanier:</i> “What’s the real challenge here for you?”</p> <p>LS: B. Whidden, P. Flynn, P. Palafox</p>
 Systems Navigation		<p><i>Guidara:</i> “Behind the scenes orchestration makes hospitality seamless.”</p> <p><i>Wiseman:</i> “Multipliers see the bigger picture and align people to system goals”</p> <p>LS: N. Crow, R. Powell</p>
 Advocacy & Resource Stewardship		<p><i>Guidara:</i> Stewardship of resources maximizes impact and delivers “unreasonable” care</p> <p><i>Wiseman:</i> “Effective leaders multiply resources by distributing ownership and responsibility.”</p> <p>LS: P. Flynn, P. Palafox</p>
 Data-Informed Decision-Making		<p><i>Wiseman:</i> Multipliers use data to guide clarity and accountability.</p> <p>LS: C. Green, R. Powell, M.B. Hamilton</p>
 Clinical Excellence & Mentorship		<p><i>Wiseman:</i> Multipliers grow other leaders.</p> <p><i>Stainer:</i> Coaching mindset supports mentoring</p> <p><i>Guidara:</i> Mentorship through modeling values and sets a high standard of excellence</p> <p>LS: N. Crowe, C. Wright, P. Flynn</p>

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INTEGRATING COACHING HABIT & THE 6 DIMENSIONS

Situation A: A 10th grade student on your caseload with improving expressive language skills but executive functioning challenges regularly misses speech sessions. When they do attend, they express frustration about being pulled from electives and say speech is “boring” or “not helpful.”

SLP's Goal: Use curiosity to help the student reflect on what's happening and what support they truly need.

Situation B: You're an SLP in a formal leadership role. You've been asked to propose ideas for next year's professional development plan for the SLP team. The final decision rests with your special education director, who is known to be budget conscious and prefers "proven" models. You've set up a meeting to discuss your initial proposal. You want to build trust, gather insight, and collaboratively shape a proposal that stands the best chance of being supported.

SLP's Goal: Use coaching questions to uncover your supervisor's priorities and find shared value in your proposal.

Situation C: An elementary school paraprofessional who works 1:1 with a student on your caseload has begun doing all the talking for the student when she needs help. You've observed this pattern increasing, and you're concerned it's impacting the student's independence and communicative growth.

SLP's Goal: Ask questions that lead to reflection, not defensiveness, and open the door to collaborative solutions.