

COACHING AS A LEADER

Transform your organization's communication style. Assist your leaders in understanding the keys to successful coaching conversations. Explore why traditional feedback fails & prepare for the future of performance management. Build high levels of trust, increase transparency and create open dialogue.

Create Awareness And Accountability Like Never Before.

This program takes place over 7 half-days and provides leaders the tools and competencies to effectively achieve organizational goals and resolve conflict. This program is offered in three different formats, On-Site, Virtual Blended and Self-Directed. Regardless of the method of training selected we provide all training materials, textbooks, Customized Coaching Journal, one on one coaching for each and every participant and we ensure there is a personalized approach with every client.

We take the complexities of coaching and break them down into easy to implement techniques for leaders at all levels. Our unique Accountability Model is at centre of this work, with tools, techniques and proven method to enhance self-responsibility among team members and interpersonal relationships at all levels.



Program Modules

Module 1-What Predicts a Coach's Success-This module focuses on the key indicators of a successful leader and allows the participant to evaluate their success and risk factors. This module challenges long-standing beliefs about leadership and stretches our thinking.

Module 2-Building a Strong Foundation for Coaching Success-Research indicates that Self Awareness is a key indicator of a successful leader. This module includes a Psychometric Profile and takes the leader through a dynamic exploration of their natural preferences and leadership style.

Module 3-Creating the Coaching Relationship-This module focuses on the foundations of coaching, building trust, employee engagement, communication and active listening. We also introduce the coaching model.

Module 4-Stress and Creating Positive Energy™-This module looks at the impact of positive psychology and happiness at work. We share with each leader our unique approach to reducing stress, increasing balance and resiliency while creating optimism and positive energy that others just want to follow.

Module 5-Managing Performance by Leading Potential-Here we build on the basic coaching fundamentals and explore the core capabilities of "leader as coach".

Module 6-Turning Inquiry and Exploration into Action-This module includes several case studies and opportunities to practice the coach approach both in the class and the workplace.

Module 7-Creating a Dynamic Feedback Loop-Practical application of the concepts of the Coaching Model will be reviewed including the positive impact coaching can have on communication, problem solving and empowering others.