

Yes, Coach!

Enhance your organizations human capital and enable your employees to realize their potential by coaching with impact

A true leader does more than inspire confidence in themselves, they inspire confidence in those they lead. Coaching enhances the human capital within any organization and creates brilliant results. This program focuses on the specific skills required by people managers or team leaders to engage and drive success in those they lead. Participants in this program will:

1. Gain insight on the impact of coaching in a professional environment.
2. Leverage their personal competencies and approach to create a high performing work culture.
3. Understand individual motivation in the workplace and tap into that motivation to ensure professional and corporate success.
4. Create a common vision of performance excellence.
5. Create a learning and supportive culture to ensure achievement of excellence.

During this highly interactive course, significant time will be placed on managing coaching exercises. Strong emphasis will be placed on communication style and leadership presence.

Learning Outcomes

Coaching: Essential for Leadership

- Define the high performance work culture
- Understand the importance of personal accountability for one's people
- Learn how coaching affects the bottom line

The Leader as Coach

- Identify the five elements of the coaching process
- Understanding the role of the coach in both a direct reporting and team lead relationship
- Benchmark coaching skills and attitudes

Adapting Coaching Style for Specific Individuals and Teams

- Understand personal motivations in the workplace
- Ensure unique approach to individuals
- Understand values and motivators as reasons for behavior
- Understand how to prepare for coaching conversations
- Develop the language of the coach

Coaching the Team

- Create a common vision of success
- Developing team identity and opportunities to create unity
- Identify key players and roles to maximize team productivity

Skills Practice

- Undertake Role plays and/or map coaching scenarios
- Review as a team and provide feedback

Creating the Coaching Map

- Complete framework for implementation process
- Identify 2 skill development areas
- Map success factors to track and measure success including accountability