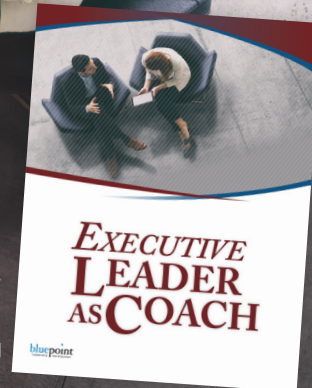


EXECUTIVE LEADER AS COACH



OVERVIEW

The *Executive Leader As Coach Workshop* is an intense, highly-experiential, one-day development program for executives and senior managers who want to be instrumental in creating a corporate coaching culture. Drawing upon the timeless principles and processes employed by great leaders and professional coaches, this advanced version of the *Leader As Coach Workshop* helps participants critically examine their current personal coaching effectiveness, explore ways they can dramatically increase the quality of their coaching relationships and conversations, and learn how to establish a culture of coaching throughout their organizations.



THE THREE C COACHING MODEL

The workshop incorporates the very best practices of executive leadership development with Bluepoint's award-winning expertise in coach training. Through a series of engaging lectures, discussions, and experiences, participants are guided through *The Three C Coaching Model*. The program challenges participants to become the kind of person from whom others readily welcome coaching (CHARACTER), create relationships that confront real issues (CONNECTION), and engage in potent, accountability-based dialogue (CONVERSATION).

CHARACTER

The role of the coach is not self-assumed but, rather, one that is earned. Leaders earn the right to coach others through the quality of their character. Integrity, interpersonal courage and noble intention are the key qualities that define the true coach. Throughout the course of this workshop, participants take a deep dive into the core elements that form their unique character.

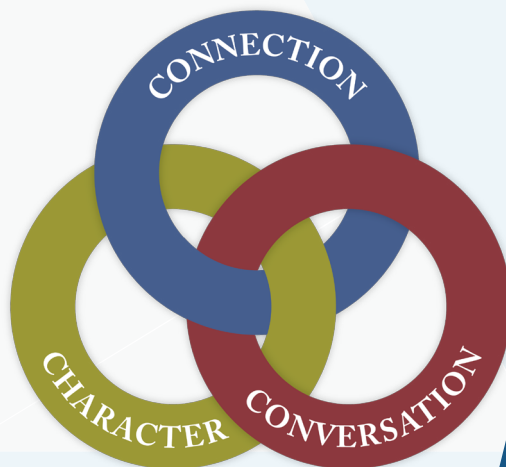
CONNECTION

All coaching requires the creation of a special relationship in which the person being coached welcomes feedback, accepts personal responsibility, challenges long-held assumptions, explores radically different options, and creates a new pathway forward. Through a series of highly-interactive exercises, participants develop their ability to see the potential in others, constructively confront them, and hold them accountable to perform at their very best.

CONVERSATION

A coaching conversation is distinctively fresh, inquisitive and thought-provoking, and stimulates the person being coached to think and act in new ways. Great coaching conversations alternate between constructive confrontation, intense questioning, sincere affirmation and idea generation. Participants engage in real-time Coaching Experientials designed to provide hands-on experience in coaching.

THE THREE C COACHING MODEL



EXECUTIVE LEADER AS COACH

AGENDA

Introduction: <i>The Challenge of Leadership & the Coaching Perspective</i>
Power Tool #1: The Big Coaching Questions
Real-Time Coaching Experiential #1
The Three C Coaching Model
Leader As Coach Inventory (LCI): Feedback, Reflection and Development Planning
Character: <i>Values-Based Coaching</i>
Real-Time Coaching Experiential #2
Connection: <i>Appreciation, Confrontation & Accountability</i>
Conversation: <i>High-Impact Discussions</i>
Power Tool #2: The Coaching Pathways
Real-Time Coaching Experiential #3
Creating a Coaching Culture

WORKSHOP CLOSE

PARTICIPANT BENEFITS

- Receive direct, immediate feedback on their coaching effectiveness.
- Acquire immediately-usable tools and skills that can be employed to enhance both performance and career conversations.
- Explore ways in which they can model and encourage high levels of personal accountability.
- Learn how to constructively confront others and engage in high-impact conversations.
- Identify actions they can take to establish a culture of coaching within the organization.

TARGET AUDIENCE

This workshop is an ideal development program for all executives and senior leaders who wish to coach others to a higher level of performance and create a culture of coaching.

DURATION

The complete learning experience is delivered as a one-day workshop.

DELIVERY TYPE

Classroom or conference

MATERIALS

- Participant Guidebook
- Leader as Coach Inventory™ – A 360 degree multi-rater assessment
- Personal Values card deck
- The 60 Big Coaching Questions coaching tool
- *The Master Coach* by Gregg Thompson