

LEADER AS COACH



OVERVIEW

The *Leader As Coach Workshop* is the finest coach training program available today. Every year, thousands of leaders from organizations of all sizes and industries choose this powerful learning program to help them become catalysts for the high performance and career acceleration of their team members. The *Leader As Coach Workshop* is an engaging, highly-experiential program designed for managers and leaders seeking to significantly increase their personal coaching effectiveness. The curriculum equips participants to become the kind of person from whom others genuinely want to receive coaching, to create relationships in which usually-avoided issues are confronted, and to engage in potent, performance-changing conversations.

CHARACTER

Great coaches earn the right to coach through the quality of their character. They know themselves well, are confident in their roles as coaches, and are deeply committed to the success of the people they lead. During this workshop, participants take a deep dive into the core elements that form their unique character. Using in-class coaching and feedback, participants have the opportunity to assess their unique values, motivations, talents and intentions, and examine the influence these factors have on their coaching impact.

CONNECTION

The true coaching relationship is a unique peer-to-peer connection built on mutual trust. This relationship is the medium through which the transformational process of coaching occurs, and the coach has the primary responsibility for creating this special relationship. Through a series of interactive exercises, participants learn how to establish coach-like relationships in which others are encouraged and challenged to perform at their very best. Participants develop their ability to see the potential in others, constructively confront them, and hold them accountable to learn and move from intention to action.

CONVERSATION

The coaching conversation is a powerful dialog that challenges assumptions, highlights passions, surfaces obstructions, explores possibilities and charts exciting new pathways forward. Workshop participants engage in real-time Coaching Experientials during which they experiment with a potent set of coaching practices and tools designed to help them engage in conversations characterized by purposefulness, personal accountability and direction.

THE THREE C COACHING MODEL



LEADER AS COACH

DAY ONE

Introduction:
*Coaching & the Challenge
of Leadership Today*

Making the Shift:
Becoming the Leader Coach

Coaching Power Tool #1:
The Big Coaching Questions

Real-Time Coaching Experiential #1

Character:
"How do I Earn the Right to Coach?"

The Power of Values-Based Coaching

Coaching Power Tool #2:
The Coaching Pathways

**A Strengths-Focused
Approach to Coaching**

Real-Time Coaching Experiential #2

**Summary of Key Learning Points and
Overnight Assignments**

DAY TWO

Connection:
*"How Do I Establish Trusting
Coaching Relationships?"*

Real-Time Coaching Experiential #3

**Advancing the Action: Accountability &
Constructive Confrontation in Coaching**

Narrative & Coaching

Conversation:
*"How do I engage in Conversations that
Stimulate Learning, Development, and
Change?"*

**The Talent Hunter: Accelerated Learning
and Coaching for Development**

**Making Great Coaching a Habit: Personal
Commitments and Application Planning**

Real-Time Coaching Experiential #4

Workshop Summary & Closing

PARTICIPANT BENEFITS

- Acquire a proven, immediately-applicable approach to coaching.
- Practice coaching in real-time conversations and receive direct feedback on their personal effectiveness.
- Deepen their understanding of the concepts of appreciation, constructive confrontation and accountability.
- Increase the potency of their conversations by engaging in values-based coaching.
- Learn how to initiate and guide high-quality coaching conversations using **The Coaching Power Tools**.
- Create an ambitious personal development plan that targets on becoming a distinctly coach-like leader.

ORGANIZATIONAL OUTCOMES

- Increase managerial capability to lead and drive change through coaching.
- Encourage greater levels of engagement and personal accountability.
- Build a consistent approach to coaching and improve performance throughout the organization.

TARGET AUDIENCE

Mid- to senior level managers and leaders who wish to coach others to higher level performance, deeper learning and accelerated career development.

DURATION

The complete learning experience is delivered as a two-day workshop. One-day, half-day and custom-designed workshops are also available.

DELIVERY TYPE

Classroom or conference

MATERIALS

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