Coach.Coach.Coach. - Leading with Impact (LWI-C.C.C.)

Code:	8623
Length:	1 days
URL:	View Online

Coaching has emerged as an essential skill in today's business world. Applying a coaching mindset and skills will help you to become more effective and creative as a leader and contributor in your organization. And it will enable the people you coach to do the same.

In this highly participative one-day course, you will learn and practice a four-step coaching process. From starting coaching conversations, ensuring skillful dialogue and exploration of coaching topics, to overcoming resistance, you will learn the process, skills, and techniques to effectively coach to a desired outcome. You will actively engage with a real-work scenario throughout the course, practice each of the steps in the coaching process, and plan to apply your approach back on the job.

Benefits for the Coach

- Better understand the reality of the people you coach
- Build trust and mutual respect
- Open up new possibilities
- Gain commitment to desired future
- Enhance communication skills
- Increase confidence in the ability to coach

Benefits for the Individual Being Coached

- Explore issues in collaborative and creative ways
- Discover new possibilities
- Create opportunity for open and honest conversations
- Experience increased personal and organizational support
- Provide opportunities to stretch capabilities
- Enhance personal commitment to responsibilities

Benefits for the Organization

- Increase engagement of employees
- Create a culture of coaching
- Reduce employee turnover

Skills Gained

- Understand your coaching capabilities through a coaching assessment

- What coaching is and is not
- Apply and practice the four-step Coaching Process (Initiate, Clarify, Explore, Act) in a real work situation
- Create an environment of mutual respect and trust
- Use questioning techniques to better identify the coaching topic
- Gain commitment from employees on the coaching topic
- Actively listen to solicit information and increase employee comfort
- Engage in non-judgmental questions with employees to open up new possibilities
- Check and challenge your/your employees' assumptions to overcome barriers and blind spots
- Promote brainstorming to discover alternatives, new frames of reference, and ways forward
- Reframe problems to overcome old frames of reference and limiting beliefs
- Select alternatives for the way forward
- Overcome resistance to new ideas and stretch personal capabilities
- Contract a mutual agreement of accountability for the way forward
- Follow up effectively on progress toward the desired future
- Apply this practical learning in the workplace immediately
- Seek feedback on coaching skills

Who Can Benefit

Leaders at all levels: vice presidents, directors, managers, supervisors, team leaders, peer coaches, project managers and anyone who wants to be more effective and creative as a leader and contributor

Prerequisites

Prework for this course should be completed one week in advance and brought to class.

Course Details

1. What Coaching Is and Isn't

- Coaching in a large group environment

2. The Business Case for Coaching

- Three benefactors to coaching
  - The person being coached
  - The coach
  - The organization
- Coaching in your organization
- Difference between feedback and coaching

3. A Coaching Mindset

- Conversation is a coaching mindset

4. Best Coaches

- Identifying certain skills, attitudes, and mindsets of the best coaches you have experienced

5. The Coaching Process

- Four steps

6. Step 1: Initiate focuses

- Creating mutual respect and trust
- Identifying the presenting topic
- Gaining commitment to proceed

7. Triad Role Play

8. Video

- Identify the three key actions of Step 1

9. Step 2: Clarify Focuses

- Listening actively
- Asking non-judgmental questions
- Checking for assumptions

10. Individual Exercise

- Assessing how easy it is to be present, curious, and non-judgmental

11. Active Listening Exercises

- Importance of improving active listening skills using pre-work assignment

12. Non-Judgmental Questions

- Reworking judgmental questions into non-judgmental questions

13. Check for Assumptions Reflection

- Assumptions you might be making when coaching

14. Triad Role Play

15. Video

- Identifying the three key actions

16. Step 3: Explore Focuses

- Reframing
- Searching for alternatives
- Selecting alternatives

17. Reframing

- Powerful questioning technique

18. Search for Alternative and Select Alternatives

- New ways forward and help employees select the best ideas based on fixed or non-negotiable criteria

19. Resistance Exercises

- Overcoming resistance

20. Video

- Identifying the three key actions

21. Step 4: Act Focuses

- Establishing next steps
- Establishing accountabilities
- Following up

22. Lecture and Large Group Discussion

- Ensuring mutual agreement of accountabilities and next steps

23. Ideal Follow Up Exercise

- What does an ideal follow up look like?

24. Video

25. Triad Role Play

26. Coaching Mindset

- How has your coaching mindset has shifted?

27. Action Plan

- Planning for your coaching conversation using the Coach. Coach. Coach. worksheet

---

Schedule (as of 3)

Date	Location

Download Whitepaper: Accelerate Your Modernization Efforts with a Cloud-Native Strategy
Get Your Free Copy Now

ExitCertified® Corporation and iMVP® are registered trademarks of ExitCertified ULC and ExitCertified Corporation, respectively
Copyright ©2024 ExitCertified ULC & ExitCertified Corporation. All Rights Reserved.