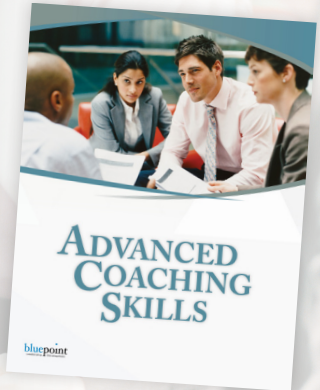


ADVANCED COACHING SKILLS

OVERVIEW

Advanced Coaching Skills is an intense one-day workshop designed to help experienced coaches and leaders significantly enhance their coaching impact. This is a practicum-based workshop in which participants are introduced to highly potent coaching concepts and approaches, given opportunity to experiment with these in real-time coaching conversations, and provided immediate feedback on their personal effectiveness. During the course of the workshop, participants will learn the unique **Holding On - Letting Go - Moving On** coaching methodology which is a highly personalized approach to performance improvement and career acceleration. Together, the three phases of this methodology represent a proven, disciplined approach to learning, growing and changing.



THE ADVANCED COACHING SKILLS MODEL

1. **Holding On** - determining the most important values, beliefs and aspirations in the person's job, career and life. What needs to be taken forward at all costs? What principles will guide all decisions and actions?
2. **Letting Go** - recognizing the things that keep a person stuck in their current circumstances. What habits, practices, attitudes and relationships no longer serve this person and need to be left behind?
3. **Moving On** - creating and committing to a new level of performance (and/or career path). What outcomes are most important to the person and what are they prepared to do to make these a reality?

THE FOUR ADVANCED COACHING POWER TOOLS

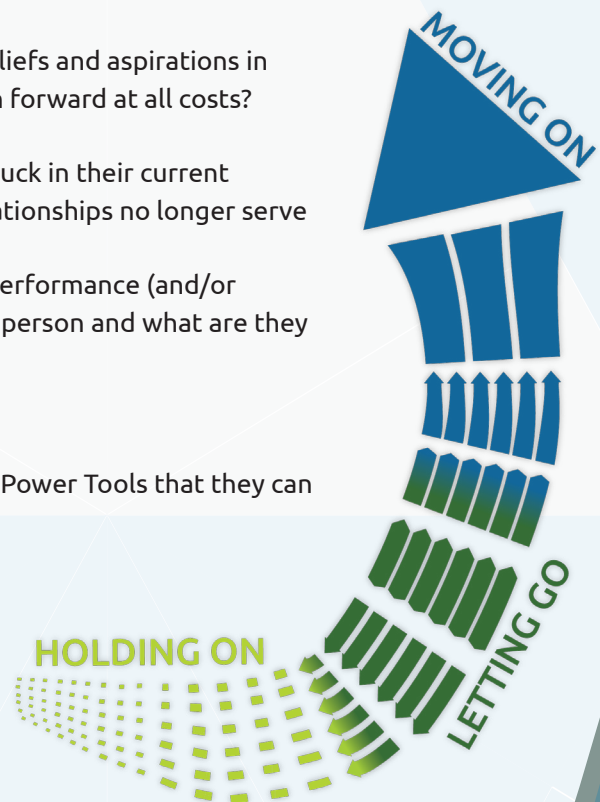
Participants will learn and practice the Four Advanced Coaching Power Tools that they can use to increase the potency of their coaching.

1. Radical Reframing
2. Constructive Confrontation
3. Incisive Inquiry
4. Ardent Advocacy

BENEFITS

Participants will:

- Gain a clear understanding of what great coaching really is (and what it is not) and how it can dramatically enhance their one-on-one leadership.
- Identify the qualities and practices of highly-effective coaches.
- Learn how to develop strong, coaching partnerships with those they manage and lead as well as others throughout their teams and organizations.
- Identify their unique coaching strengths and learn how they can capitalize on these in their interactions with others.



ADVANCED COACHING SKILLS

WORKSHOP AGENDA

Life Lessons in Coaching & Leadership

...an image-based story-telling and lesson sharing introduction

My Coaching Impact

...taking stock of events, experiences and challenges

The Advanced Coaching Model

...an overview of key concepts and principles

Coaching Experiential #1:

Increasing my Coaching Impact

BREAK

Holding On

...lecturettes, practical exercise and coaching

Letting Go

...lecturettes, practical exercise and coaching

Coaching Experiential #2:

My Leadership Development

Moving On

...lecturettes, practical exercise and coaching

Coaching Experiential #3:

My Next Chapter as a Coach

Reflections, Commitments & Action Planning

- Be equipped with immediately-usable tools and skills that can be used 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.

AUDIENCE

This workshop is ideally suited for individuals who have a solid foundation in coaching and are seeking to lift their coaching to the next level. Line managers, team leaders and HR professionals who frequently provide coaching on leadership, performance and careers will find the advanced practices, concepts and immediately-usable tools to be particularly valuable. **Advanced Coaching Skills** is designed to be the next development step for graduates of the **Leader as Coach** Workshop and is one of the requirements for certification as a **Bluepoint Master Coach**.

DURATION

This is a one-day workshop.

DELIVERY TYPE

Classroom or conference

MATERIALS

- Participant Guidebook
- Needs & Wants Assessment (card deck)
- The 21 Penetrating Questions