

LEADER AS COACH



OVERVIEW

A practical, highly experiential workshop designed to help managers and leaders excel at coaching others for high performance. Drawing upon the timeless principles and processes employed by great leaders and professional coaches, the program challenges participants to become the kind of person from whom others genuinely want to receive coaching, to create relationships that confront real issues, and to engage in potent, performance changing conversations.



EARNING THE RIGHT TO COACH:

Participants will first examine their readiness to provide effective coaching. Using the Leader as Coach Inventory™ (an online 360 degree assessment) and in-class coaching and feedback, participants will have the opportunity to assess their unique values, motivations, talents and competencies, and examine the influence these factors have on their coaching impact.

A PERFECT PARTNERSHIP:

Participants will learn how to establish significant relationships in which others are challenged to perform at their very best. Through a series of interactive exercises, they will explore and develop their ability to have Great Expectations for others, regardless of current performance and perceived career potential.

DANGEROUS CONVERSATIONS:

Participants will engage in several challenging practicums designed to provide real-time experience in Great Expectations coaching. During these practicums, they will employ a proven set of coaching principles designed to assist others to achieve a sustained increase in their performance and challenging career possibilities.

THE GREAT EXPECTATIONS COACHING MODEL



BENEFITS

Participants will:

- Understand what High Performance Coaching is (and what it is not).
- Identify the qualities of an effective Leader Coach.
- Recognize their unique strengths as a coach and how these can be effectively used in their coaching role.
- Develop coaching partnerships with those they manage and lead.
- Participate in the personal growth of others while developing high performance coaching skills.
- Achieve significant business results by coaching in areas that can provide the most impact and leverage for the organization.
- Challenge others to hold themselves accountable for results.

LEADER AS COACH

WORKSHOP AGENDA

Day One

8:30am*

Coaching Past and Present

- *Personal Best Coaching Experience*
- *The Coaching Perspective*

The Great Expectations Coaching Model *Introduction*

10:30am

BREAK

Earning the Right to Coach: *Authenticity Self-esteem*

12:00pm

LUNCH

1:00pm

Earning the Right to Coach (cont'd): *Noble Intention*

A Perfect Partnership: *Appreciation*

5:00pm

END OF DAY ONE

Day Two

8:30am

Overview of Day One and Preview of Day Two

A Perfect Partnership (cont'd): *Confrontation*

10:00am

BREAK

Leader as Coach Inventory (LCI)

12:00pm

LUNCH

1:00pm

A Perfect Partnership (cont'd): *Accountability*

Dangerous Conversations: *Discovery Creation Commitment*

5:00pm

WORKSHOP ENDS

*Actual start and end times are adjusted to client need.

Organizational benefits include:

- Achieving professional level coaching in a cost effective approach.
- Building a consistent approach to coaching and performance improvement throughout the organization.
- Increasing managerial capability to lead and drive change through focused organizational coaching.
- Encouraging greater accountability and accelerating the achievement of business goals.



AUDIENCE

For all managers and leaders who wish to coach others to higher level performance.

DURATION

The standard workshop is designed as a two-day workshop. One-day and half-day sessions are available.

DELIVERY TYPE

Classroom or conference

MATERIALS

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