

Coaching for Results

Purpose	Coaching is a process to help anyone improve personal commitment and performance, so that the organization's business goals can be met. It means changes in the behaviors which prevent individuals and the people with whom they work, from achieving the needed results.
Results	Leaders who are good coaches achieve better results, faster: <ul style="list-style-type: none">• employee goals are aligned with those of the organization• employees accomplish more than they ever thought possible, by developing higher levels of confidence and competence• managers, with a clear understanding of what is preventing employees from achieving desired results, are in a better position to take prompt corrective action• coaching skills can be cascaded down the organization, thus leveraging a manager's time
Who Should Attend	This workshop is designed for anyone who needs to influence the behaviors of others to achieve results. It is specifically tailored for people who are in managerial or supervisory positions, or who are leading projects. Up to about 20 people can attend.
Design & methods	<p>The workshop uses a situational approach so that participants can accurately diagnose what is happening and then select the appropriate coaching process.</p> <p>Highly experiential, this workshop makes extensive use of role plays based on our sources and participant examples.</p> <p>A follow-up clinic is conducted several months after the completion of the workshop to share experiences and reinforce key concepts.</p>
Topics	These topics are covered: <ul style="list-style-type: none">• the why and what of coaching• sequence of coaching steps• the three types of coaching situations• active listening• giving feedback• dealing with conflict & emotion• the personal 8-step methodology• personal action planning
Time Requirement	Workshop time is 8 hours which ideally is split between two 4-hour segments several weeks apart.