

Coaching for Excellence

Today's fast-paced, constantly changing workplace, combined with the continuous need to improve service, add more value to customers, improve productivity, and reduce costs, requires leaders who can bring out the best in their people. These are the leaders who have the highest expectations of themselves and their team members, who ensure their people have the resources to do their jobs, who hold their team members accountable, and who support and encourage their team at all times.

Younger generations joining the workforce also bring new and different expectations. They expect more from an organization and from their leaders, including opportunities for personal growth, rapid career advancement and a more balanced life.

Whether faced with young employees or seasoned veterans, managers and leaders who can enable their people to reach their potential have one thing in common - they are great coaches. Coaching skills encompass the ability to enable others to become more effective at what they do, to come up with creative solutions, to make a commitment to delivery, and to identify clear action steps to get things done.

Coaching is what great leaders and managers do.

Coaching for Excellence is a practical program for leaders and managers who are seeking to learn and apply coaching and developmental skills with their teams in order to increase their effectiveness and influence within their organization.

This program focuses intensively on skill development and application through reinforced practice - using real life simulation exercises. Participants leave the program with the coaching skills and the confidence to apply their learning on the job.

KEY OUTCOMES

- Higher levels of employee commitment, retention, and engagement
- Greater accountability for performance
- Development of internal employee benchstrength
- Increased organizational alignment

KEY FOCUS AREAS

- Understanding how your Mindset influences your approach to coaching
- Understanding how your personality influences the way you coach
- The neuroscience of coaching
- Coaching and bottom line results
- The Co-creative Model for building understanding
- Coaching Skill Development and Application using 3 unique coaching models
- Identifying Emerging Leaders and Building Leadership Benchstrength

TARGET AUDIENCE

This program is applicable to people managers from front line supervisors to executive leadership.

PROGRAM DURATION

1 to 2 days in-class or blended learning (spread over 6 months and includes focus on a specific work project, and Team Accountability Groups (TAGs) to ensure the learning is applied on the job and sticks.