

The Coaching Clinic®

1 or 2 Days

Description

The Coaching Clinic® equips leaders to cultivate an environment today's workforce demands. For the first time, four generations exist in the workplace. This requires leaders to modify and be flexible as they engage, direct and guide employees who bring a wide variety of experiences and paradigms. Leaders must place a new emphasis on individual and collective learning and growth for their employees. The Coaching Clinic® supplies leaders with both the process and advance skill development to achieve business results through their employees.

Prerequisites

- None

Objectives

Participants will be able to

- Use a model for coaching
- Identify and practice coaching skills within The Coaching Conversation Model®
- Explain the personal paradigm shifts needed for a leader to adopt a coach approach
- Discover personal coaching styles and recognize the style(s) of others
- Create personal action plan to apply the coach approach
- Determine the value and business imperative for a leader to use the coach approach

What the Coaching Clinic® does

The Coaching Clinic® effectively trains executives, managers, HR professionals and leaders in crucial coaching skills and competencies. Participants are immersed in interactive learning methods and practices to internalize the coaching process. It is a fully developed model, which managers, leaders and coaches can implement immediately in their organization to:

- **promote** innovation and accelerate results.
- **effectively** develop and retain valuable organizational members.
- **improve** organizational communication and team effectiveness.
- **deepen** commitment to personal, professional and organizational goals.

The Coaching Clinic® challenges participants to raise their standards for their own skills and competencies.

Topics

Being a Coach

- A Model of Trust and Creating a Coaching Environment
- Personal Paradigm Shifts

The Five-Step Process of Coaching in the Workplace

- The Coaching Conversation Model

Coaching Skills

- Contextual Listening
- Discovery Questioning
- Messaging
- Acknowledging
- Personal Coaching Styles Inventory® (PCSI®)
- Defining Your Personal Style & Recognizing The Styles of Others

Coaching in Organizations

- Creating a Powerful Definition of Coaching
- Coaching to Commitment
- Challenges to Coaching
- Creating an Action Plan to Implement Coaching