



## **The Leader as a Coach**

*A leaders' guide to maximizing the employee development process*

3-hour Delivery Format

### **Overview:**

Today more than ever before, leaders at all levels are called upon to continuously develop their team's capacity to succeed. Often, a key differentiator between high performing teams and others is the leader's ability to effectively address the coaching and development needs of each employee. Beyond the ability to respond to a wide range of development issues, today's successful leader must also be able to adapt to the learning styles of each team member. In this action oriented and hands-on workshop, participants explore a wide range of coaching insights that help foster a proactive development environment. From building a skill baseline to exploring the links to long term success, the program provides leaders with an actionable framework for improving the employee development process. The program includes the Coaching Effectiveness Inventory (CEI), the Career Readiness Profile (CRP) and the Leader's Coaching Game Plan. In addition to creating a framework for understanding the leadership coaching process, the program provides tips and techniques for immediate skill application. Participants are also provided with the opportunity to develop an *employee specific* coaching plan.

### **Core Contents:**

- Creating a Coaching Foundation – Benefits and Characteristics
- Defining a Coaching Context – The Four Scenarios
- Assessing Your Coaching Capacity - CEI
- Exploring The Career Management link – CRP
- Discovering the Power of Feedback
- Understanding the 5 Key Questions of the Coaching Process
- Examining the Trust Factor / Success link
- Developing Your Coaching Game Plan – Employee specific
- Measuring Your Success
- Applying What You Have Learned

### **Learning Objectives:**

- Expand understanding of the leader's role as a coach
- Assess current capacity to successfully coach employees
- Explore strategies that help foster greater personal accountability
- Create a framework for different coaching scenarios
- Explore obstacles to achieving coaching success
- Develop an employee specific coaching game plan
- Create a framework for measuring success
- Build a roadmap for further development