



# Coaching

4 Hours

English | Spanish

Mid-to-Senior

Leadership

## Mid-to-Senior Level Course

Not all coaching is created equal. Coaching as a leader of a leader is significantly different from coaching at the frontline. Senior-level leaders are expected to successfully lead across varying organizational structures, including generational and cross functional individuals while simultaneously continuing to grow the business. Tasked with so many different factors, these leaders need to develop multi-directional coaching skills because one size does not fit all for team members. Most often, coaching deal with behavior versus tasks. For more effective team interactions, leaders learn a proactive and introspective approach.

**This course will enable mid-to-senior level leaders to . . .**

- Create confidence to coach leaders of leaders.
- Empowered other leaders to confidently coach resulting in a coaching culture from top to bottom.
- Reduce their need to share their expertise and, instead, engage in active listening and asking agile questions to identify underlying issues and guiding the coachee choose the best course of action.
- Focus on behaviors that impact performance, engagement, and retention versus the task at hand.

## Leadership Course

Organizations can no longer settle for just decent coaching from their leaders. In today's faced paced workplace, leaders must possess the ability to quickly assess business priorities, the capabilities of internal talent, and expertly navigate the coaching necessary to build successful teams. Leaders must inherently know when to optimize each coaching opportunity because the excuse of not having time is no longer acceptable. Leaders must recognize both high and under-performing individual contributors; and have the skills to coach for improvement. Here, leaders learn four critical coaching techniques that will assist them in challenging situations and conversations. Guidance is provided to leaders on how to ask those effective and insightful questions, how to increase employee engagement, and how to acknowledge and/or demonstrate appreciation.

**This course will enable leaders to . . .**

- Coach purposefully by seeking versus telling.
- Seek feedback from others to see the whole picture versus directing actions.
- Appreciate direct reports and team members for their contributions.
- Utilize different coaching techniques for top performers versus average performers.

**Talent Tip.** We offer one-one-one coaching for all organization levels. Coaching typically includes a variety of assessments and a 3, 6, 9 or 12-month engagement.