



# The Coach Approach to Leadership 2-Day Workshop

Time: 8:00 a.m. to 4:30 p.m.

## Program:

The Program features two (2) workplace conversation frameworks highlighting the distinction between coaching conversations for "developmental" conversations and "performance" conversations:

Part One focuses on foundational coaching skills: Developing a Coaching Mindset

Part Two focuses on the application skills: Applying the Coach-Approach in the Workplace.

The program supports people to discover the coach-approach as a powerful leadership tool, equipping them to walk away with the skills to apply the coach-approach in the workplace immediately.



## The Program Modules include:

Module 1: The Coaching Role	Module 2: The GUIDE Coaching® Model	Module 3: Intentional Listening™	Module 4: Intentional Questioning™
Module 5: Coaching through Change & Transition in the Workplace	Module 6: The Coach-Approach to FeedForward	Module 7: The DIRECT Feedback™ Model	Module 8: Coaching and Workplace Styles

The EXPEDITION Coaching® (The Leadership Coaching Skills Program) focuses on enhancing coaching, communication, feedback, and changing leadership skills with senior, manager, and supervisory people. These are the skills used in everyday communications with staff, colleagues,

## Current Offerings:

LOCATION	DATE	COST PER PERSON
Virtual Classroom via MS TEAMS	November 6 & 7, 2024 (2 days)	\$1,295.00 (plus tax)
Austin, TX	TBD	\$2,590.00 (Onsite)
Virtual Classroom via MS TEAMS	February 5 & 6, 2025 (2 days)	\$1295.00 (plus tax)

## Learning Objectives include:



- ◆ Discover coaching as a learning tool to facilitate thinking, creativity and problem-solving;
  - ◆ Develop a coaching mindset and recognize coaching opportunities;
  - ◆ Distinguish between performance conversations and developmental conversations;
  - ◆ Create the conditions for coaching (Coaching Relationship Compass™: Trust Model);
  - ◆ Establishing safety, and build trusting relationships at all levels;
  - ◆ Engage people in their work, thinking and developing solutions, and transferring ownership;
- ◆ Develop foundational coaching skills (Intentional Listening™ and Intentional Questioning™);
  - ◆ Apply the 5-Step GUIDE Coaching® Model (Developmental Conversation);
  - ◆ Develop enhanced feedback skills (Intentional Language™, Developmental Feedforward and Acknowledging);
  - ◆ Apply the DIRECT Feedback™ Model (Performance Feedback Conversation);
  - ◆ Gain awareness of workplace styles and adapting your own style;
  - ◆ Apply the coach-approach to change and transition in the workplace.

The program is highly interactive, and participants apply the new knowledge in action, developing and enhancing their coaching and communication skills. The program incorporates current research and best practices in neuroscience, positive psychology, and appreciative inquiry. The content methodology is blended with practical exercises, games, models, and processes designed to fast-track learning and engagement.

The program provides a toolkit of resources, models and tools for leaders to apply in the workplace including:

The 5-step GUIDE Coaching® Model;  
The 6-step DIRECT Feedback™ Model;  
The Coaching Relationship Compass™:  
Trust Model; The Coaching Through Change  
& Transition Model; The Manager Coach  
Continuum™ (The Leadership Dance™);  
The Performance, Capability &  
Readiness™ Curve; The Intentional Listening  
Iceberg™ Model; The Brain Negativity-Bias  
Mindset Shift™ Model; The CHOICE  
Map™ Model; and The Handbook of  
Intentional Coaching Questions™.

