



THE EXTRAORDINARY COACH



A strengths-based approach to helping all leaders significantly improve their coaching skills.

DESCRIPTION

Effective coaches have the potential to significantly increase their personal leadership impact as well as the productivity and effectiveness of those they coach. By providing leaders with greater awareness and some new frameworks for growing and developing others, leaders can create greater results and leave a profound legacy in their organisations.

The Extraordinary Coach Workshop takes a strengths-based approach to improving coaching skills. It focuses on what extraordinary coaches do well; building more trusting coaching relationships and facilitating powerful conversations that promote action. The workshop provides participants with the coaching insights, feedback, and critical skills they need to become extraordinary coaches. It guides them through a structured process with the tools they need to create personal coaching development plans.

FORMAT

A two-day interactive, instructor-led, skills training, assessment and development planning experience that utilises behaviour modelling with real-time demonstrations and video.

TARGET GROUP

This workshop is designed for anyone in the organisation who coaches others as part of their job responsibilities.

It is appropriate for managers and senior leaders, as well as employees who play an internal consulting/coaching role to others.

LEARNING OUTCOMES

- Understand the objectives of on-the-job coaching and the impact of extraordinary coaches.
- Learn about the key attributes of great coaches, what they do, and how they do it.
- Review the elements that drive each coaching conversation and a process for holding those conversations.
- Observe coaching demonstrations, practice the identified skills and receive immediate feedback.
- Prepare to receive a personal coaching feedback report, understand the report structure, interpret the data, and decide how it can immediately be used to improve results.
- Use peer coaching and a unique coaching cross-training approach to construct a development plan.

By the end of the workshop, participants will know how they are perceived as coaches and will have a clear understanding of the impact they can have by becoming better.

Each will come away with a customised Individual Development Plan, as well as a variety of tools to use in their on-going development efforts.

HELPING GOOD LEADERS BECOME GREAT COACHES

WORKSHOP OUTLINE

Module 1: The Business Case for Coaching

Module 2: The Coaching Relationship

Module 3: The Coaching Conversation

Module 4: Providing Helpful Feedback

Module 5: Putting It All Together

Module 6: Developing Yourself as a Coach

Module 7: The Coach's Toolkit

BENEFITS

1. Data-driven

Empirical data is used to demonstrate and quantify the link between coaching effectiveness and business results.

2. Provides real world skills

14 critical coaching skills are identified and correlated to bottom-line results. A behaviour modelling approach is used to train those skills, and a coaching toolkit with job aids is provided to reinforce learning.

3. Offers help to leaders

A research-supported, data-driven, bottom-line approach that appeals to leaders is used. It lets leaders customise their own coaching plans.

4. Fosters collaboration

The Extraordinary Coach Workshop demonstrates the importance of building trusting, collaborative coaching relationships and provides the necessary training to do so.

5. Clarifies Roles

Critical roles and responsibilities of both coach and coachee are defined, and coaches are taught how to get increased involvement.

6. Supports performance and career coaching

Focusing on building trusting relationships as the basis for holding great coaching conversations supports both performance and career coaching applications.

7. Provides baseline mapping

Baseline 360 assessments and normative comparisons are supplied to let coaches and teams know where they are and how far they have to go.

8. Creates a positive experience

Our build-on-your-strengths approach is individually and organisationally a positive, motivating

9. Fosters action

Providing an actionable process to follow their 360 assessments gives participants a clear roadmap and the tools they need to become extraordinary coaches.

10. Sets lofty targets

Our feedback reports provide 90th and 75th percentile norms that let coaches and the organisation compare themselves to the best.

MATERIALS

Each participant will receive:

- The online Extraordinary Coach multi-rater (360) assessment and personal feedback report.
- The Extraordinary Coach Participant Manual and a unique, cross-training development tool, the Competency Companion Development Guide.
- The Extraordinary Coach job aid card.
- A hard-copy version of the book, *The Power of Feedback*, by Dr. Joe Folkman.

"In every field of human endeavour in which performance is key, coaching is integral to helping shift an individual's mind-set, approaches, and behaviours to ensure more effective action and greater business success. It's all about company and employee strengthening and growth."

E. Saxinger
NASA

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DEVELOPING COACHING SKILLS FOR ALL LEADERS