In many organizations, good coaching is no longer enough. Today’s high-performance workplace requires leaders who can quickly assess business priorities and the capabilities of deployed talent. Leaders must have the skills to take advantage of every coaching opportunity, even when they don’t have time for formal coaching conversations. And leaders need to do more to recognize the unique contributions of employees.

In this course, participants will learn four advanced coaching techniques that develop proficiency in using the Interaction Essentials in challenging situations. Leaders learn to ask powerful and insightful questions and how to drive higher levels of employee engagement through appreciation.

DO YOU FACE ANY OF THESE ISSUES?

- Do leaders know how to coach but do not have time to do it?
- Do your leaders tell their employees how to get things done instead of seeking their insights and gaining their buy-in?
- Do employees feel like they are not appreciated by their leaders?

PERFORMANCE OBJECTIVES

Helps leaders:

- Increase the agility and impact of their coaching.
- Make the most of each coaching opportunity.
- Provide input to help team members gain timely insights into their work.
- Enhance the confidence and competence of their staff on an ongoing basis.
- Build an engaged workforce that feels challenged and valued.

PRIMARY COMPETENCIES DEVELOPED

- Coaching
- Gaining Commitment

SECONDARY COMPETENCY DEVELOPED

- Inspiring Others

VIDEO SEGMENT SUMMARIES

- A leader uses various communication methods and takes advantage of brief but timely opportunities to provide reactive coaching to a team member.
- A leader provides adequate coaching to a team member who seeks his advice.
- The same leader sparks discovery within the team member by asking the right, high-impact questions at the right time.

COURSE DETAILS

- Target audience: Frontline leaders through mid-level managers.
- State-fundable: Yes (onsite only)
- Course length: 4 hours (onsite); 3 hours (virtual); 2 hours web course
- Facilitator Certification: Certified facilitator required.
- Prerequisites: Communicating for Leadership Success or Essentials of Leadership and Coaching for Peak Performance.
- Optimal Group Size: 8 to 16. 20 maximum.
- Course Prep: Yes. 15 minutes.
- Notes: Suitable for all environments. Onsite training available in Spanish.

RELATED COURSES

- Adaptive Leadership
- Coaching for High Performance (for mid-level managers)
- Coaching for Peak Performance