

CONSTRUCTIVE COACHING

Business Challenge

Great companies focus not only on making great products, but also on building great people. Coaching is one of the most powerful approaches any organization can employ to marshal the untapped talent that lies within.

Constructive Coaching

Constructive Coaching provides a comprehensive blueprint and practical tools to help emerging or seasoned coaches become more proficient as they help others grow to their fullest potential. Effective coaching is more than just transmission of knowledge. It is the ability to facilitate a trusting, learning relationship which will support, challenge and provide direction for their protégés.

Key Content

Constructive Coaching is a one- or two-day experiential workshop taught by seasoned coaching professionals. It is a modularized program designed to allow your organization to select those modules most appropriate to your situation and your coaches.

Module 1: The Blueprint — builds the framework for the program. It provides a coaching model which defines the four critical phases of any coaching relationship and allows coaches to assess their effectiveness against ten key coaching skills.

Module 2: Foundations — provides coaches with insights about building a foundation of trust in their coaching relationships, helps them assess their coaching “style”, and heightens their effectiveness in dealing with the unique behavioral differences of each of their protégés.

Module 3: Construction — provides practice in the art of listening, asking “curiosity” questions, and in understanding the dynamics of encouraging/promoting change in the behaviors of another.

Module 4: Finishing Touches — equips mentors with new tools to set learning goals, monitor progress and evaluate learning effectiveness.

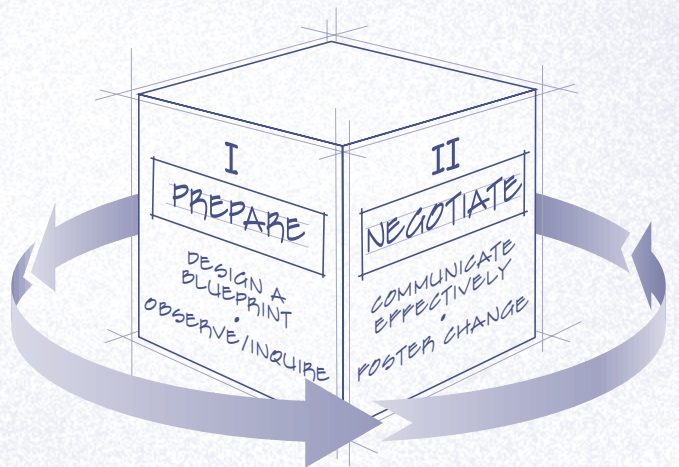
Target Audience

Constructive Coaching is designed for every leader who is interested in nurturing talent and facilitating excellence within their organization. It contains practical tools for both the novice and the experienced coach. It provides a model of leadership, guidance and coaching that will benefit all within your circle of influence.

Outcomes

Constructive Coaching participants will:

- ✦ Learn the critical phases of the coaching process,
- ✦ Identify their behavioral “style” and how it impacts their effectiveness as a coach,
- ✦ Identify the “style” of their protégés to ensure that the coaching approach used with each protégé produces optimal results,
- ✦ Be introduced to concrete, practical coaching tools designed to optimize the impact of their coaching relationships from beginning to end,
- ✦ Practice an upcoming coaching session using new communication and feedback models.



For more information, please contact

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