

# Enterprise Coaching System

Enabling Breakthrough Performance

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## Positioning and Learning Outcomes

Building a cadre of internal coaches who can provide one-on-one coaching to existing leaders, high potential employees and managers as they transition to new roles is essential for organizational success. This cost effective approach helps organizations build the coaching capacity into their Human Resources and other support functions enabling broader use of coaching throughout the organization.

This program results in coaching certification in the *Stakeholder Center High Performance Coaching* for your internal coaches.

## Flexible Delivery Options include:

- bi-monthly coaching calls
- final workshop debrief
- annual coaching clinic to continue skill development and ensure demonstrated ongoing process mastery.



## Internal Coach Development

3 days (flexible delivery options)

### The Process

This intensive process both trains internal coaches in the methodology explored in ACHIEVEBLUE's "Leader and Manager as a Coach" program and provides additional focus on 'coaching the coach' skills.

- Intensive in-class workshop similar to the "Leader and Manager as a Coach" program
- Practice sessions requiring participants to coach two individuals within the organization and conducting two "mini-survey" showing improvement in the coachee
- Bi-Monthly coaching calls with a Master coach
- Final workshop to debrief the coaching experience and learn additional advanced tools
- We also recommend that internal coaches reconvene every year to:
  - Continue development
  - Maintain quality of coaches and
  - Share progress

### Upon successful completion of this program, participants will be able to:

- Exhibit the behaviors of great coaches
- Ask compelling and insightful questions that engage those being coached in the process
- Identify and include stakeholders in the process
- Coach others on the *FeedForward*™ coaching methodology
- Develop a culture of feedback and open communication where organization members feel comfortable in asking for suggestions and ideas to continue to improve and grow
- Create a language around coaching so a culture of collaboration is maintained
- Support managers and emerging leaders in their commitment to become better coaches to those they lead.
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For more information call us at 416-236-3005

**SOLUTIONS ALIGNED TO STRATEGY**