

# Enterprise Coaching System

Enabling Breakthrough Performance

www.achieveblue.com

## Positioning and Learning Outcomes

Today, most managers are being forced to deliver more with fewer resources. The demands on their own time, and the time of those they lead, is increasing.

Developing capability in leaders and managers to provide feedback and coach goes a long way to support them as they need to improve performance levels in their teams and in themselves.

As research repeatedly shows, employees generally do not receive enough effective coaching from their manager, impacting productivity and performance levels.

This program takes leaders and managers through an intensive experience in how to coach with honesty, empathy and focus and encourages them to coach others through long-term behavioral change.

Leaders and managers learn what a powerful tool coaching is to create “line of sight” for those they lead and reinforce positive behavior and working relationships.



## Leader and Manager as Coach

1 day

### The Process

This is a highly interactive program with customized role plays and practice scenarios that ensure transfer of classroom learning to on-the-job practice. It includes an extensive “Guide to Encouraging Development” which details the coaching methodology and a workbook that will be used to capture learning and track progress throughout the process. It involves a series of simple monthly application tasks that have tremendous pay-off.

This program enables managers to apply the following principles:

- Place the attention and focus on the stakeholders of the person being coached
- Emphasize the future-focused *FeedForward™* methodology
- Ensure behavior and perception change is done in parallel

### Upon successful completion of this program, participants will have:

- Had the opportunity to learn about and practice the seven skills for sustainable coaching:
  - Behavioral goal setting
  - Action planning
  - Behavioral rehearsal
  - Behavioral reinforcement
  - After-action assessments
  - Story-telling
  - Modeling how to involve stakeholders in development
- Learned how to coach efficiently and effectively in the recognition that time is a valuable commodity
- A clear, repeatable process to get results.

For more information call us at 416-236-3005

**SOLUTIONS ALIGNED TO STRATEGY**