



The Coaching Clinic®

Developing Coaching Skills for Leaders

What it is

The Coaching Clinic® is a 2 day leadership program designed to train managers, executives, leaders and supervisors at all levels to use coaching techniques in their work relationships, to gain the advantages that a coach approach to managing people brings by improving communication.

What it does

The Coaching Clinic® provides a coaching toolkit of knowledge, techniques and practiced skills that managers and leaders can apply competently and confidently in their work situation to gain immediate benefits. Applying these skills promotes rapid development of individuals and teams, and fosters leadership potential.

Sometimes managers and leaders naturally emerge as coaches in the workplace as evident in their daily practices. The Coaching Clinic® supports and accelerates the development of workplace coaching. In high performing organisations it is part of every conversation leaders have with their teams - from the 2 minute water cooler conversations to full performance review discussions.

Who it's for

This program is ideal for anyone who wishes to support their people to –

- promote innovation, build relationships and accelerate results;
- effectively develop and retain valuable organisational members;
- improve organisational communication and team effectiveness; and to
- deepen commitment to personal, professional and organisational goals.

What to expect

Participants discover coaching as a powerful management and leadership model as they experience and practice the techniques. The program is highly experiential and participants learn the structure and process of integrating a coach approach to management and how to apply their learning within the workplace immediately. Participants also discover their personal coaching style using an inventory, which positions them and their team members for rapid development.

Program (2 days)

Day 1

Being a Coach

- A Model of Trust and Creating “Coachable Moments”
- Personal Paradigm Shifts of Masterful Coaches
- Coaching Within The Organizational Context

The Five-Step Process of Coaching in the Workplace

- The Coaching Conversation Model®

The Tool Chest of Coaching Skills

- Contextual Listening® and Discovery Questioning®

Day 2

The Tool Chest of Coaching Skills (continued)

- Neutral Language
- Messaging
- Acknowledging & Celebrating

Personal Coaching Styles Inventory® (PCSI)

- Defining Your Personal Style & Recognizing The Styles of Others
- Coaching Across Style

Implementing Coaching in The Workplace

- Creating a Powerful Definition of Coaching
- Coaching to Commitment
- Challenges to Coaching
- Creating an Action Plan to Implement Coaching
- Follow-Up & Peer Coaching

Course Materials

Each participant receives –

- Participant Guide and Resource Manual
- Pre-course materials
- Laminated Coaching Conversation Card
- PCSI® Booklet
- Handouts

