

Coaching for Execution

Research consistently confirms that exceptional coaches increase employee engagement, improve productivity and accelerate the achievement of business results.

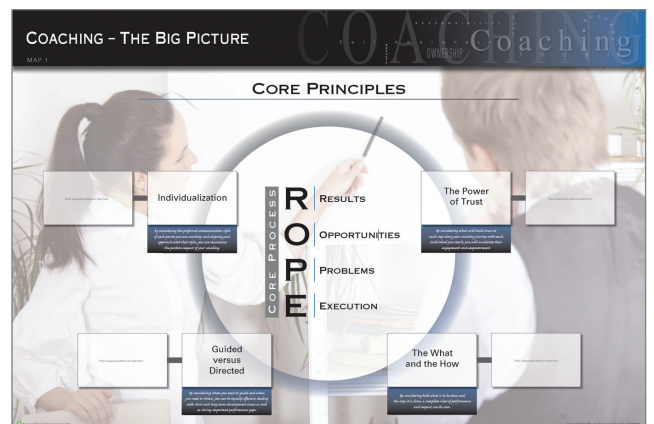
Program Benefits

High-performing companies make coaching a priority for their leaders, managers, and supervisors. Additionally, effective coaching requires more than just communication skills, clarity, and timeliness. Enter *Coaching for Execution*.

Coaching for Execution unlocks the power of a pragmatic, easy-to-use coaching model, and four supporting principles. Through numerous practice cycles and observation of modeled interactions on video, participants build high levels of both confidence and competence to immediately use the process and principles back on the job. *Coaching for Execution* helps the coaches build trust, and deal with both developmental opportunities and their most difficult performance gaps. *Coaching for Execution* engages learners as they work on four individually chosen, real-world skill practice experiences.

Coaching for Execution addresses the skills required to provide effective coaching that drives business results. Following the Coaching for Execution learning experience, participants:

- Realize and buy into the importance and power of effective coaching.
- Understand the impact effective coaching has on individuals and organizations.
- Know what good coaching looks like, in various real-world situations.
- Recognize areas for improvement in their coaching skills.
- Learn the importance that trust and relationships play in successful coaching.
- Discover the impact of coaching for the results and for how the results are achieved.
- Understand the need for, and differences between, directed and guided coaching.
- Learn how personal filters lead to assumptions and misguided coaching interactions.
- Improve both questioning and listening skills.
- Master a pragmatic and easy to use four step model for coaching conversations.
- Improve their ability to write and deploy well-developed high-impact questions in coaching conversations.
- Learn a process that enables them to create a specific coaching plan for one or more of their current performers.



"Those from my organization that have experienced this new program left the day as a transformed, focused, consistent coach."

EVP - Financial Industry

“The core of this program is an easy to use, unique and powerful coaching process. ROPE focuses the conversation on all the right things, in just the right order.”

— Senior Partner, Consulting Services

Program Description

Module 1 – Why Coach

The program begins with testimonials from real leaders on the impact coaching has had on them over their careers. Participants then share their own coaching moments, and the value they gained from effective coaches in their past. This both engages and opens the learners to the activities that follow.

Module 2: The Big Picture

After experiencing the power and value of coaching, participants explore a practical and easy-to-use coaching model along with four supporting principles that will bring optimum impact to sessions with their associates. This overview sets the stage for the participants and gives them a full understanding of what they will be working on the rest of the day.

Module 3: The ROPE Coaching Process

Using Engage Maps™ and videos, participants then work together to discover the nature and power of the practical coaching model. They watch videos of effective coaches modeling the practice, and gain a clarity on what “great” looks like. Participants then work in pairs practicing the use of the ROPE model on real world situations to build skill and create competence. They end Module 3 learning about high-impact questions and practice creating them. Participants have a useful skill guide that helps them with starter questions at each stage of the model.

Module 4: The Four Coaching Principles

During the first activity in Module 4, participants see trust in action and learn the four dimensions that create trust. They assess themselves against each dimension and build a personal plan going forward.

In the second activity, participants explore the two key areas they need to coach on a regular basis. The “What” (tangible results from key activities and accomplishments), as well as the “How” (such as values and behaviors). Participants explore typical gaps in both, and watch a coach in action working on a “How” issue.

In the third activity participants learn about the difference between a guided and a directed interaction. They discuss the most difficult conversations they encounter and watch a coach handle a typical challenging performance gap. Again, participants practice, in pairs, exploring both sides of a difficult and directed coaching interaction.

In the final activity of the fourth module, participants examine different behavioral styles to gain an awareness and sensitivity of the uniqueness of each individual and how that impacts their coaching effectiveness.

As a result of the *Coaching for Execution* learning experience, participants are skilled in using the pragmatic coaching model and have an understanding of the four key coaching principles. They can immediately implement and apply the learning back on the job, effectively coaching their performers to drive business results.

Audience

All leaders and managers responsible for the personal development and performance results of others will benefit from *Coaching for Execution*.

Customization

Coaching for Execution is implemented in a full-day session requiring one trained facilitator per four teams of six to eight people each. Participants utilize their own real-world coaching situations that reflect organizational issues, culture, and challenges they face regularly.

