

# Coaching Essentials®

## Behind Every Engaged Employee is a Manager with Great Coaching Skills

### Help managers learn how to coach their people.

Coaching is the single most important managerial skill that separates a highly effective manager from the rest. The problem is that most managers don't understand how critical coaching is for the development, growth, and performance of their people. Because they don't know how to integrate a coaching approach into their leadership style, their employees can stay stuck on projects, becoming discouraged and demotivated.

It can be frustrating when your managers aren't developing their people as effectively as they could be. Your managers deserve training that will deepen their leadership skills, so they can better accelerate the development and performance of those they lead. Coaching Essentials®, authored by Blanchard Master Certified Coaches who have led and managed others, embraces the tried-and-true coaching competencies defined by the International Coaching Federation; our expert authors have spent more than 28 years mastering the language and practices that immediately make these methods useful.

### Outcomes



Accelerate Learning and Development



Retain Your Top Talent



Create Autonomous Problem Solvers



Build Your Leadership Bench Strength



## Learning Objectives:

- Develop a Coaching Mindset
- Understand when to coach and when not to coach
- Learn a coaching process that works
- Rise above personal tendencies that create barriers
- Master and practice the four coaching skills

### Coaching Process Model



### Coaching Skills Model



Listen to Learn



Inquire for Insight



Tell Your Truth



Express Confidence

### Who Should Attend?

Managers and individuals seeking to develop coaching skills to increase the effectiveness and competence of those they lead.

## Proven Formula to Create a Consistent Coaching Culture

Coaching Essentials® teaches coaching skills for managers using a practical training method designed to give your managers the mindset, essential skills, and structured process they need to accelerate development and bring out the best in their people.

Managers will learn how to identify when coaching is the best approach and how to put it to work in your organization. By integrating coaching skills into your management training, you get highly effective managers who know how to have better conversations that create connections, increase trust, so their team can perform at their best and achieve their true potential.

### COACHING PROCESS

- **Connect** – Build trust and positive relationships
- **Focus** – Identify topics and goals
- **Activate** – Collaborate to develop a plan for action
- **Review** – Clarify agreements and discuss accountability

## Flexible Options to Meet Your Needs

**In person** In-depth Learning • Application • Practice • Action Planning

**Instructor-led Training:** One-day session

**Virtual** In-depth Learning • Application • Practice • Action Planning

**Virtual Instructor-led Training:** Three 2-hour sessions

**Online** Awareness • Application • Performance Support

**Overview:** 35-minute self-paced, flexible, and on-demand

**Digital Assets:** Micro-activities to help apply coach-like behaviors (videos, resources, activities, tools)

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