

# Leader-as-Coach

The 1-day Leader-as-Coach program is designed to help managers and executives become more skilled in coaching others, grow talent and develop more leaders throughout the organization.

## Learning Objectives

- Learn a proven process to help develop effective leadership behavior
- Achieve maximal behavioral impact while minimizing time
- Gain the skills to coach others for positive measurable behavioral change
- Promote leadership development for themselves, their people and their team.
- Establish a culture that encourages mutual support and individual growth

## Participants

Executives, managers and team leaders who are responsible for building a more effective, productive workforce.

## Length of the program

One full day. The key focus is on learning by doing.

## Our Coaching Philosophy

### Principles

- **Emphasize Feedforward:** future oriented suggestions for improvement
- **Reduce “in spite of” while building off of “because of” behaviors:** successful leaders are prone to continue some behavior that is not conducive to improving and have some characteristics that are vital to tap in the effort to change behavior
- **Place attention on the Stakeholders:** the center of attention is not the coach; the major attention is on the stakeholders of the leader who are affected by the behavior undergoing change
- **Change behavior and perception:** it is not only necessary for a leader to change; it is also necessary for those people around the leader to “see” the change and believe the leader will not regress.

### Program Content

- Understand how belief set of successful people both helps & hinders improvement
- Measurements tools for behavioral change
- 8-Step Encouraging Development process
- Seven coaching skills to facilitate positive behavioral change
- Principles, do’s and don’ts that underlie this “results-based” coaching
- Practical tips to smart start, improve as you move, and sustain success

For more information visit [www.ChristopherCoffey.com](http://www.ChristopherCoffey.com)  
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