



Effective Leadership Coaching with Versatility

WORKSHOP

Never has so much been asked of leaders.

Leaders with effective coaching skills represent a significant driver of employee engagement. Engaged employees are passionate, energetic and driven employees, who will deliver better service to the customer and, therefore, better results to the company's bottom line.

TRACOM Does It Best:

The Effective Leadership Coaching with Versatility workshop has proven itself with outstanding reviews from participants and making a real impact in organizations. Participants have found the concepts and methods easy to understand and use. As one participant stated, "I now have the confidence to have conversations with my staff that really matter."

In a business world of non-stop change, innovation and globalization, companies have come to realize the importance of developing leadership skills and professional talent.

Coaching is a powerful tool for managers to develop job skills and behaviors of staff. Over time, robust one-to-one coaching conversations develop rapport with staff that unleashes potential for accomplishing objectives that were not thought to be achievable.

The TRACOM Group helps companies worldwide improve organizational, team and individual performance including Accenture, Baxter, ConocoPhillips, Dow, Lockheed Martin, McGraw-Hill, Medtronic, and Starwood Hotels.

Benefits of the Effective Leadership Coaching with Versatility workshop:

- Learning a simple-to-use process and set of skills for conducting coaching conversations
- Understanding your behavioral tendencies as well as those of your staff to create effective relationships
- Practicing coaching skills for demonstrating effective advocacy, inquiry, listening and feedback
- Practicing coaching for specific situations encountered back-on-the-job
- Assessing personal coaching strengths and areas for improvement, and creating an individual action plan for future development

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Audience

People Managers and Leaders

Length

One to Two Days

Assessments Recommended

SOCIAL STYLE Assessment
Coaching360

Agenda

Kickoff

Dimensions of Interpersonal Behavior

SOCIAL STYLE Model™

Versatility

Coaching Fundamentals

Coaching-In-Action Skills

Coaching Development Plan

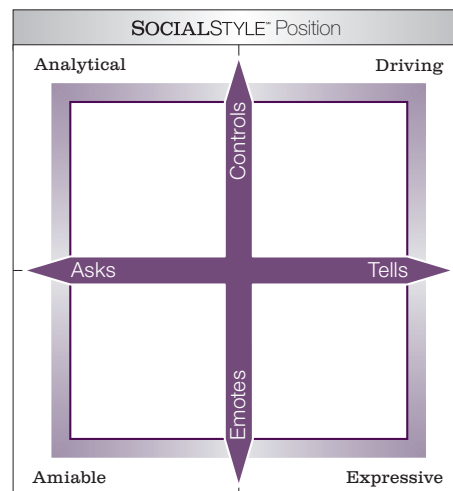
Wrap-up & Evaluation

How the Workshop is Designed

The workshop includes TRACOM's SOCIAL STYLE MODEL™, the world's best-known interpersonal effectiveness model. Participants will complete a SOCIAL STYLE profile to understand their own behavioral preferences and participate in a series of discussions and exercises to learn to apply these skills at work. Studies have found that managers with high SOCIAL STYLE skills perform better, including 27% better at leading teams, 25% better at coaching and 19% better overall performance.

SOCIAL STYLE Model

A key component of the model is Versatility, a person's ability to work effectively with others in a multitude of situations including coaching staff. Applying the SOCIAL STYLE Model and Versatility is important when coaching staff.



GROW Model

TRACOM's approach for conducting coaching conversations is the GROW Model. GROW serves as a guide to conversations with clear and focused intent, deep dialogue and meaningful outcomes. The effective coaching skills of Advocacy, Inquiry, Listening and Feedback are essential to successful coaching.



The effectiveness of the workshop is enhanced when using TRACOM's Coaching360 Assessment which provides participants with meaningful data from direct reports on the effectiveness of their coaching in five dimensions.

Finally, the workshop utilizes case studies, role plays and peer-to-peer coaching to apply the concepts to situations encountered back on-the-job.

For More Information:

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Solving Business Challenges Through:

- | Leadership Development
- | Individual Performance
- | Team Development
- | Employee Engagement