

COURSE TITLE:

# Coach Approach: Building a Coaching Mindset

Build your coaching skillset to help your team grow one great conversation at a time



## DESCRIPTION

Only one in 10 of us has a natural 'coaching' mindset. The rest of us can benefit from practice and structure to understand when, why, and how to shift into a coaching approach.

In this session, you will build your ability to create a safe space for team members to own the conversation as they set and move toward their goals. Deepen your ability to use impactful questions, shift out of 'fix it' mode into listening mode, and empower your team to solve problems and close performance gaps. Through practice and practical tools, you will learn new ways to coach your team through the challenges in a way that helps everybody grow (even you!)

 90 MINUTES | VIRTUAL OR LIVE

## OBJECTIVES



### UNDERSTAND

Understand how coaching is different from "managing" or just giving feedback



### CREATE

Create a trusting space for coaching conversations



### BREAK-DOWN

Break-down coaching into key components aligned with behavior change



### MODEL

Model skills in listening and inquiry



### RECOGNIZE

Recognize what a great coaching conversation looks like and when to take a coaching approach

# THE FLOW

*The agenda will be tailored to fit the specific needs of each coachee with consideration to their role, the intended audience(s) of their message, and their baseline comfort and experience giving presentations. Regardless, all sessions will place a strong emphasis on practice and feedback and will generally follow the outlined structure below.*

## INTRODUCTION & CONTEXT

Our goal is to help you be more adaptable in coaching your team – when, why and how to do it and how to adjust it for different people with different needs

5  
MIN

## WARM UP: DIRECTIVE VS COLLABORATIVE

Feedback conversations – shifting the focus from 'you should' to 'how could you...?'

5  
MIN

## STRUCTURE FOR COACHING

The Four 'What' Questions: 4 fundamental questions to ask that organize your coaching conversation and drive behavioral change

25  
MIN

## THE POWER OF INQUIRY

Using powerful questions that encourage reflection

10  
MIN

## COACHING VS DIRECTING

Understanding the difference, and when to use each tool

10  
MIN

## COACHING PRACTICE

Paired peer coaching to put new skills into practice

15  
MIN

## CLOSE & REFLECT

Participants identify at least one element of the workshop they can incorporate into their work

5  
MIN

**EXPAND IT**

- *Giving and Receiving Feedback*
- *Leading Inclusive Collaboration: 101*
- *Paired peer coaching sequence*