

## Coach for Growth

### *Know When to PROVIDE and When to GUIDE*

#### Workshop Overview

The program is designed to help leaders establish a coaching mindset that focuses on developing employees and the thinking skills of their employees, in the context of a coaching conversation.

At the end of the workshop, participants will have learned how to coach for growth by:

- ASKING Coaching Questions
- LISTENING with Engagement
- SHARING Feedback to Fuel Productivity

An introduction to the neuroscience of leadership provides the research-driven proof of the effectiveness of a positive approach to coaching.

#### Surround Strategy

To ensure the workshop has lasting impact on job performance, we have designed our signature surround strategy as follows:

##### Pre-Workshop Preparation

- Complete the Leadership-Link On-Demand LearningBursts:
  - [Curious Questioning](#)
  - [Delivering Feedback on the Fly](#)

##### In Class

- The workshop is very interactive, with practice activities for each section and skill. Personal Aha Moment and Commitment cards will be used throughout the workshop, and a final Commitment to Action Plan will be created at the end of class.

##### Post Workshop

- Each participant will have made action commitments to identify at least one behavior he or she will attempt to improve. Each participant will be encouraged to meet with his or her direct manager and share the Commitment to Action Plan.
- A follow-up communication will include links to optional in-depth materials for reference.

#### Meet our Team and Schedule a Workshop

Click [here](#) to read bios of our team members!

Click [here](#) to contact us for more information or to schedule a customized workshop.