

BENEFITS OF INVESTING IN LEADERS WHO COACH

ORGANIZATION PERFORMANCE

Recent studies across high performing companies with a strong coaching culture show higher employee engagement and revenue above their industry peer group. Coaching develops *Growth Mindsets* that build ownership and commitment, trust, foster innovation and support risk taking. Based on the results of other “coaching cultures” and the model we teach in the *Leaders Who Coach Program*, leaders can expect marked improvement in the following ways:

- Increased engagement
- Higher productivity
- Improved team functioning
- Faster leadership development

LEADERSHIP DEVELOPMENT

Further, leaders can expect to improve in key leadership competencies: the top seven improvements from the coaching model at the core of the *Leaders Who Coach Program* are:

1. Listening to understand.
2. Improved communication and collaboration.
3. Ability to give feedback.
4. Identifying and resolving conflict.
5. Better relationships between leaders and their teams.
6. Leading collaborative, accountable teams.
7. Empowering others through solutions focus and accountability conversations.

When organizations make sustained investments in the elements of a coaching culture, they enable leaders and organizations to achieve these outcomes.

WHAT PEOPLE SAY

Participants consistently rate the Open Program a 4.6 or higher out of 5.

- "This was huge - so excited to be a leader who empowers my staff."
- "I realized that although I may be a good problem solver, I really need to develop my coaching skills."
- "Most helpful was learning the process of how to effectively coach and the ability to work through some of my actual issues."
- "Gave me a new way to see my role as a leader - how I can help individuals grow and learn new skills."
- "It is the way of the future and I look forward to being part of a coaching culture."

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LEADERS WHO COACH OPEN PROGRAMS

Our Leaders Who Coach Open Programs provide remarkable value in learning with leaders from diverse businesses and organizations. Leaders are coached and learn to coach others about real leadership issues in a confidential setting with up to 24 participants. Through extensive practice and coaching on their coaching, leaders are ready to coach as they return to their workplace.

Join 500+ leaders from 80+ organizations who endorse Leaders Who Coach programs as essential to empower their teams, elevate their results and retain talent.

PROGRAM DETAILS

- Evidence-based Coaching Out of the Box® model: 5 step process, 5 essential skills, 5 coaching principles. Meets 11 core competencies of International Coach Federation.
- 13.75 hours of experiential learning with 2 credentialed coach facilitators, and 24 participants maximum, prepares leaders to coach when they return to their workplace.
- Participant tool kit: coaching question guides, model, slides and handouts.
- Be coached, and coach others about real leadership issues within a confidential setting.
- 90-minute follow-through webinar to share successes, challenges, and extend learning.
- Continental Breakfast, and Lunch included for on-site program days.

COACH FACILITATORS

Jan Salisbury and Tom Hardison are credentialed executive coaches with the International Coach Federation. Each bring over 30 years of experience in business, leadership development, organizational development and training, as well as coaching individuals and teams.

Jan has worked with leaders for over 30 years as an executive coach, consultant and Vistage Chair. Tom led strategic change initiatives within HP for 28 years, began coaching executives in 2002 as part of the HP Compaq merger, and now works as a Team Leadership Coach.

OPEN PROGRAM Dec 4-5, 2018 Register at www.LeadersWhoCoach.com.



This program is valid for 13.75 PDCs for the SHRM-CPSM or SHRM-SCPSM.

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