

*"Out beyond ideas of wrongdoing and rightdoing, there is a field. I'll meet you there."
- Rumi*

How to Bring Out Innovation, Energy and Ownership

We live in a world of flux. Rapid, constant and disruptive change is now the norm. What used to be leading-edge practices are no longer the guide to what will be successful in the future. Leaders simply don't and can't have all the right answers. To cope with this new reality, companies are moving towards a new model of relating: the Leader as Coach. Instead of providing directions, they create an environment of trust, supporting, guiding and encouraging co-workers to adapt in ways that unleash new ideas, energy and commitment.

From Telling to Asking

Coaching is not a natural act. Most people begin their successful career by developing expertise in a technical or professional domain. When placed in a leadership role, the need to troubleshoot and point others in the right directions can be a default behavior. Instead of asking and listening, they will tell and direct. This form of "coaching" is all too common. This is the biggest roadblock in creating a learning organization.

Coaching as a Conversation

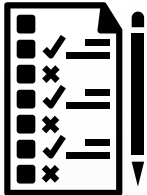
Companies that have transformed themselves into a genuine learning organization go beyond equipping their managers and leaders with effective coaching skills. They also make coaching an organizational competency. Gradually, with commitment and sense of purpose, it is integrated into the company culture. It becomes a habit. Coaching moves from doing to being. It becomes simple and intuitive. It does not require a lot of time. People throughout the organization relate with each other through the coaching conversation. It is an empowering moment during which leaders give generously of themselves by creating an open space through listening deeply, inviting exploration of ideas and then encouraging others to take the next steps. Such thoughtful and liberating conversations are a touchstone for co-elevating everybody to greater heights.

What You Will Learn

- Understand the role of the Leader as Coach
- Develop coaching proficiencies: Trust-building, Listening, Questioning
- Discover your coaching styles
- How to conduct a Coaching Conversation
- How to give and receive feedback
- Role-Plays on coaching
- How to apply coaching at work

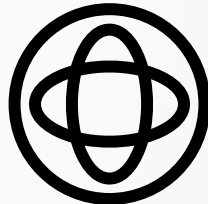
Our Approach

To get the most out of our program, we adopt a 3-stage approach:



Preparation

Prior to the program, attendees will complete a questionnaire on coaching styles and provide inputs on work context, learning objectives and challenges.



Immersion

The program consists of 15 hours of facilitation conducted either in-person or virtually. Class size is limited to 15 participants.



Application

To ensure effective transfer of learning to the workplace, there will be 3 one-on-one follow-up sessions with each participant over 3 months after the program.