

# Leader as Coach

An interactive coaching skills course for people development.

Recent research indicates that only 36% of organizations offer coach-specific training to new leaders, despite the fact that coaching is correlated to improvements in employee satisfaction, work performance, and revenue.

pLink Leadership's **Leader as Coach** is not intended to be a general training program. Rather, our curriculum is customized for leaders intent on building a culture of coaching in their team and wider organization. Our program links coaching skills and positive psychology with the discipline of leadership, providing leaders with key skills for developing others. Participants learn how to utilize simple yet powerful coaching techniques to create awareness, generate possibilities, and inspire commitments to taking action. Leaders who complete this course gain greater confidence in the how to of people development.



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*The talent process which delivers the single greatest overall business impact is coaching.*

- Josh Bersin

## LEARNING OUTCOMES

### Individual

- Apply the skills of intuitive listening, presence, acknowledging, validating, questioning, co-designing action, and celebrating accomplishments to fulfill the leadership responsibility of people development.
- Clearly articulate the value of coaching and how it is different from other developmental techniques.
- Apply ICF ethical standards to coaching conversations.

### Organizational

- Build awareness, accountability, trust, and capacity, which enable innovation, recovery, and endurance.
- Cultivate the intersection of organizational priorities and personal development, resulting in better conversations, deeper insights, and greater employee satisfaction.

## FORMAT

An interactive learning format designed for in-person (2 days) or virtual (four 1/2 days) delivery. Curriculum includes:

- **What Is Coaching?** The why and how of transforming people and organizations.
- **Coaching Skills Foundations.**
- **Practice.** Practice with real-time feedback to accelerate the learning curve.
- **Ethics of Coaching.** Standard practices for optimum benefit.

## MACRO-AGENDA

CREATING A CULTURE OF COACHING

MINDSET & STANCE OF A COACH

ASKING POWERFUL QUESTIONS

PLINK LEADERSHIP'S COACHING CASCADE

REAL PRACTICE

