Too many leaders can’t let go of the misguided concept that good coaches help their teams learn from mistakes. They focus on improvement and correct performance after mistakes happen. In today’s environment, organizations can’t afford trial and error; they need things to be done right the first time.

This course develops leaders who help people achieve goals and avoid problems, a positive experience for themselves and those being coached. Leaders learn a proven coaching process ensure they identify coaching opportunities, provide needed coaching and support, observe performance, and measure results until desired outcomes are achieved. They learn how coaching for success benefits individuals, strengthens work groups, and supports company objectives and priorities.

DO YOU FACE ANY OF THESE ISSUES?
• Do leaders spend their time getting individuals back on track instead of laying the groundwork for them to be successful?
• Are your leaders missing opportunities to expand the capabilities of their work group?
• Do leaders tell people what to do rather than encourage involvement and build commitment?

PERFORMANCE OBJECTIVES
Helps leaders:
• Prepare people to successfully handle challenging situations and tasks.
• Expand their team’s capabilities, to give the organization a competitive edge.
• Delegate new responsibilities with confidence.
• Spend less time reacting to problems because they have prepared their work group to succeed.

PRIMARY COMPETENCY DEVELOPED
• Coaching
• Aligning Performance for Success

SECONDARY COMPETENCIES DEVELOPED
• Communication
• Developing Others
• Gaining Commitment
• Inspiring Others

COURSE DETAILS
• Target audience: Frontline leaders through mid-level managers.
• Module length: 4 hours. Course can be lengthened with optional activities.
• Facilitator certification: DDI-certified facilitator required.
• Prerequisites: Essentials of Leadership or IM Essentials.
• Series: Suitable for all environments; health care comparable version is Coaching Staff.
• Group Size: 8 to 16 people.
• Prework: No

RELATED COURSES
• Coaching for Improvement
• Managing Performance Problems
• Adaptive Leadership
• Delegating for Results
• Developing Others
• Mastering Interaction Skills

For more information contact:
Joy Sommers at Saint Paul College
651-846-1438 or joy.sommers@saintpaul.edu