



Coaching for Exceptional Results

Coaching for Exceptional Results is a two-day workshop focused on training leaders how to conduct more effective coaching conversations. Strategic Leadership Resources distinguishes our approach from other programs by the concepts and tools of **Inquiring Leadership™** for transforming thinking, actions and results through intentional and skillful question asking.

As pre-work, participants complete a self-assessment designed to uncover their baseline competency in question asking and listening and some pre-reading.

TOPICS AND COMPETENCIES COVERED

Through a case example, exercises, group discussion, and practice sessions, participants will learn the L-E-A-D four-phase coaching process and four key coaching skills:

- **Inquiring Leadership™** - Successful coaches ask challenging and meaningful questions of themselves and others. By learning self-awareness through self-inquiry and to ask the right question at the appropriate phase, coaches can effectively identify underlying assumptions and concerns, build a trusting relationship, set meaningful goals, and facilitate innovative and fresh thinking to propel action forward for breakthrough results.
- **Learner Listening** – Participants develop active listening skills with the optimal mindset for shifting their own agenda to that of the person being coached. By learning to observe their own internal dialogue, they will recognize judgmental perspectives, limits to performance, and how to listen from a more balanced open mindset.
- **Feedback/Straight Talk** – Effective coaches give meaningful, honest feedback that supports both individual development as well as the achievement of business goals and results. By highlighting the desired goal and a mutual commitment to it, coaches are able to deliver powerful feedback.
- **Acknowledgement** – Using specific, timely and generous acknowledgement for effort and results achieved, participants can overcome obstacles to affirm employees’ strengths. The program uncovers various ways to design acknowledging conversations into coaching conversations.

LEARNING OUTCOMES

As a result of this course, you will increase your capacity to produce results through others by learning to:

- Use coaching to improve performance and career advancement.
- Use effective questions to coach strategically; accessing the full potential of yourself and others.
- Apply a coaching process, methods and tools to on-the-job challenges, recognizing situations where coaching is most effective for facilitating a desired result.