



Situational Coaching™

Creating Capacity in Others

Overview

Manager... Leader... Coach... most of you fill many roles every day. Achieving organizational objectives, supervising task accomplishment, creating capacity in others... all of these roles and responsibilities are important – all of them are challenging!

Through *Situational Coaching™* we would like to offer you a proven, professional process for creating capacity in others. Based on some of the powerful concepts of Dr. Marshall Goldsmith, *Situational Coaching™* gives you a method to help already successful people get even better!

Strategic Outcomes

- Developing the capacity of your most important resource – your people
- Capturing the “magic” of the coach/candidate relationship – and the resultant rise in output
- Reversing the slide in employee loyalty
- Ensuring the future viability of your workforce
- Reducing expensive turnover of key staff
- Focusing on future performance through the magic of “Feedforward”

***“Receiving input on important, self-selected behaviors –
as perceived by important, self-selected raters!”***

– Dr. Marshall Goldsmith



Family of Situational Influence Models

Leadership • Sales • Service • Parenting • Teams

Program Description

This one-day program is designed for small to mid-sized groups. It is divided into four powerful modules, the last devoted entirely to your own personal coaching planner. There are a variety of ways to implement the process, depending on your unique needs; public workshops, in-house delivery and train-the-trainer with turnkey licensing – you do or we do!

A Workshop Outline follows:

The Relationship: What is Coaching

What is Capacity?

Manager/Leader/Coach

Investment and Implications: Missed Opportunity?

The Participants/The Process

Chemistry 101/Aligning Expectations

The Competency Coaching Cycle

Where It Happens – The Situational Connection

How It Happens – Coaching Interaction Skills

The Human Interface

Structured Skill Development (SSD) –

Establish/Identify/Select

Structured Skill Development (SSD) –

Develop/Review/Disengage

Applications and Connections

Advance Organizer – Your Coaching Planner

Feedforward – Guided First Steps

Extended Outcomes

- Understanding of the difference between goal achievement, task accomplishment, and the development of human capacity
- Finally, clarity around what coaching is – and what coaching is not
- Introduction to the known pitfalls of “the toxic coach” and “the toxic coachee”
- Education and application around the roles, relationship, process and practice of competency coaching.

Program Specifications

Audience

- Individual Contributors
- Supervisors
- Managers
- Coaches
- Executives

Prerequisites

- Situational Leadership® – The Core

Delivery Options

- License and in-house delivery
- CLS Trainers facilitate at clients’ sites
- CLS Public Workshops
- Tailored or customized

Length/Timing

- Six to twelve hours typical
- Modular design – enriched or lengthened with content and application extensions

Follow-up

- Situational Leadership® Applied
- Influence
- LEAD 360 Charting New Courses

Other Situational Programs

- Situational Selling®
- Situational Service®
- Situational Parenting®

For more information contact:

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