

# EQUIP YOUR LEADERS WITH COACHING SKILLS TO DRIVE BUSINESS PERFORMANCE



## Coaching provides direction, guidance, advice and support to help individuals achieve

Coaching can drive all levels to higher degrees of impact, enhance their work performance and contribute to the overall goals and success of their organization. Developing internal leaders to be coaches provides your organization with a powerful means to improve overall business performance.

Participants will learn and practice powerful, yet easy to understand coaching skills and tools. They will explore case studies to suit specific work scenarios. Participants will also receive real-world advice on unique coaching challenges.

### What Your Leaders Get

- A repertoire of strategic coaching questions, tools and resources
- A step-by-step systematic approach to coaching to achieve a genuine and positive attitude and mindset shift within the organization
- Increased confidence, ability and effectiveness in dealing with situations of workplace conflict
- Confidence that comes from practice and feedback
- A Take Action Plan to transfer skills into action

## OUTCOMES TO EXPECT

- **Identify** your personal coaching style
- **Learn** a coaching strategy to empower people to take ownership that will help them individually change and grow - while impacting the organization
- **Demonstrate** your listening and questioning skills in the coaching context
- **Learn** how to structure a coaching session using a variety of methodological approaches
- **Learn** how to build trust and manage the dynamics within a coaching relationship



# NUTS & BOLTS

**We believe that learning should be layered over time to ensure sustainability.**

Over the course of 6-8 weeks, participants will experience a series of experiential activities both live and virtually to reinforce new skills and capabilities.



## **Launch**

To get them off to a great start, we begin the Journey with a 90-minute Launch call.



## **TriMetrix DNA Assessment & Debrief**

Our revolutionary assessment tool analyzes a leader's unique talent profile to identify their strengths and focus on the most critical development opportunities that will help them reach their potential. Each participant will be invited to spend one hour with a TriMetrix expert one-on-one to debrief their unique results, specifically as they relate to being an effective coach.



## **Igniters**

Igniters help fast track and introduce new ideas, strategies and concepts. That way leaders come ready to roll up their sleeves and dive into the experience.



## **Full Day Working Session**

This highly interactive, full day session features roundtable conversations, videos, case studies, tools and simulated coaching sessions - with feedback from peers and an experienced coach.



## **Take Actions**

To reinforce new skills, tools and concepts, they will receive "push" reminders that drive home learning in real-time, in the real-world.



## **Sustain Momentum Follow-Up Session**

Four to five weeks after the workshop, participants will gather on a facilitated call to share challenges and best practices.



## **\*One-on-one Coaching**

Because everyone learns differently, a one-hour meeting allows each individual to focus on their unique coaching development plan (optional).



# OUR CLIENTS SAY...

I've been to a lot of motivational training - Lou Holtz, Disney, Goodyear Get the Most Out of People. I've never been through a training that's been so in-depth to pull out the best of you.

**- VP of Operations, Automotive Industry**

We covered many valuable tools and skills needed to be an effective coach - I now use many of these with my teams on a daily basis!

**- Leader as Coach Participant**

Participating in this program shed a whole new light on how to approach conversations and leverage the relationships I already have. I not only lead my teams, but I now have an even greater toolset to discover and develop their skills.

**- Leader as Coach Participant**



We were founded on the success story of USS Benfold, an Aegis Class Destroyer, as chronicled in Captain Abrashoff's best selling business book, It's Your Ship.

We are here to help you protect your most powerful asset – your people.

