

Leadership Development through Coaching: The Next Level

Essential Conversations for Developing Others

What is it?

Graduates of **The Coaching Clinic™** asked us for a more advanced coaching programme, and we designed **Essential Conversations for Developing Others** to answer that need. This new programme builds coaching skills to greater levels of expertise, enabling managers to apply coaching confidently and adeptly in developmental conversations.

What it does

Participants are challenged to raise their standards for constructive, collaborative conversations, and to explore the shifts required of them if they are to build a work environment that is truly self-sustaining and focused on developing people. Among the outcomes are:

- Competence in advanced coaching skills, thereby increasing the effectiveness of coaching conversations
- Skills to engage in courageous coaching conversations
- Confidence to enter into a developmental conversation
- Clarity on the relationship between performance and development
- Understanding of different learning styles and how these affect leadership development

Who is it for?

Essential Conversations for Developing Others is intended for leaders in organisations who have already participated in **The Coaching Clinic** and now want to extend their capability, especially in the area of people development.

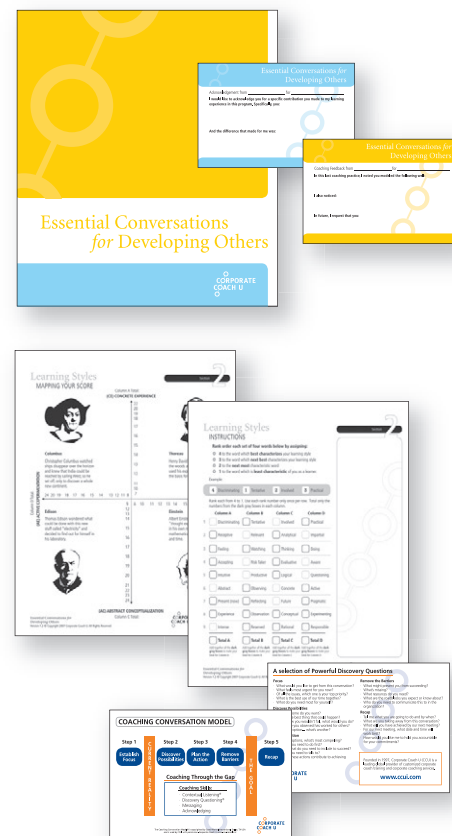
What to expect

Participants will:

- Renew the foundational principles for coaching, reinforcing the core concepts, skills and models presented in **The Coaching Clinic**
- Raise their coaching skills to the next level with new models and tools, including using **Powerful Language**, **Gap Bridging**, and more
- Look at their own learning style preferences, and explore how their learning style influences both their own development and that of those they coach
- Receive feedback on their own coaching style with tips to increase effectiveness
- Practice **Courageous Conversations**—how to initiate conversations about sensitive issues, carrying them through with confidence, sensitivity, and integrity
- Be able to bring all of these elements together, creating an environment where development is valued

Participants work with case studies together with real-life scenarios drawn from their unique business environment, supported with first-class printed materials and guided group interaction to maximise their learning experience.

Materials provided:



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