

Coaching

Milestone



Build Momentum and Increase Your Return on Coaching

The Coaching Milestone program brings together coaches who have already completed the Coaching for High Performance workshop and introduces them to new coaching skills while deepening their understanding of coaching fundamentals. The result is a deeper commitment to coaching, an increased understanding of the coaching toolkit, and new tools to immediately apply in everyday situations.

It is a fast-paced active session with participants involved in exercises, a case study, a self-assessment instrument, and a practice session. Participants leave with reinforcement of the progress they have achieved, clarification of unresolved coaching issues and their next steps clearly outlined.

Who will benefit?

Coaches who have taken the Coaching for High Performance Workshop and are looking to take their coaching capability to the next level.

What will participants learn?

The Coaching Milestone celebrates a milestone in each participant's coaching journey. Consequently, the first segment of the program is dedicated to learning from participants' collective coaching experiences since the Coaching for High Performance workshop. This highly interactive and personal experience gives participants:

- A deeper understanding of the fundamentals of coaching
- Advanced strategies for applying coaching skills based on lessons from real challenges and successes outlined by the group

“One of the most rewarding courses from the perspective of practicality. I can apply the learnings immediately and in a variety of ways.”

– workshop participant



What will participants learn? (continued)

Next, participants move to the first new skill area: How to establish and leverage a coaching network group. Using an adapted version of the GROW process, participants identify a current coaching challenge and personally experience the power of team coaching through structured small group practice.

Finally, the workshop focuses on proactively managing confronting situations. After a discussion of the 5 key conflict styles, participants learn:

- How to prepare for a confronting discussion using a custom planning tool
- Their personal tendencies in addressing conflict (using the Thomas-Kilman Conflict Management Instrument), and how to adjust in the heat of the moment

Participants are also taught a structured process for practicing each skill outside of the workshop. Finally, participants move the mental skills from theory to personal action through a modified version of the GROW process. Using this structured peer coaching method each participant develops a personal action plan for achieving optimal performance through mental fitness.

What will participants take away with them?

A workbook containing an easy to apply team coaching process, a reference guide on conflict management, and a tool to use in preparing for confronting discussions.

“Excellent presentation by an outstanding coach. The content was clear, concise and easily applicable in my work and family environment.”

– workshop participant



What benefits will my organization realize?

1. Excited and committed leaders who see that their company is passionate about their development

The Coaching Milestone is more than a course: it's a stake in the ground. It demonstrates a significant, on-going commitment to the development of your managers that will boost morale, create excitement, and build commitment.

2. Increased return on your coaching investment as the fundamentals of coaching are better understood and more expertly applied

Designed to build on the Coaching for High Performance workshop, the Coaching Milestone program harnesses the instructive power of participants' own coaching successes and setbacks to illustrate the finer points of a coaching style of management. Not only will your organization receive the incremental benefit of new coaching skills, the dividends paid by the Coaching for High Performance workshop will increase as well.

3. Teams of coaches who support each other through successes and setbacks towards higher levels of performance

Studies have repeatedly shown that peer support is an important factor in sustained high performance. With a clear process for establishing and leveraging a coaching network group, your organization will benefit from the synergy of a well-organized, structured team of leaders.

4. A higher success rate in turning confronting conversations into positive outcomes.

Conflict can be constructive – if it is properly managed. By providing a framework to work through prior to conflict, and teaching self-management techniques for adjusting during the conversation, the Coaching Milestone program presents a sound personal framework for moving through conflict to a positive resolution.

“Starting tomorrow I am adding new and different ways to recognize my employees and am changing my coaching style to less of a confrontation style.”

– workshop participant

Format

The Coaching Milestone is a one-day program for up to 26 participants. Each session is taught by one of Performance Coaching's dynamic, experienced trainers.

For more information contact Performance Coaching at 1-800-513-0945.