

# Coaching Skills Workshop

[www.ccl.org/coaching](http://www.ccl.org/coaching)



This custom offering provides leaders the skills needed to coach people within an organization. Customized to the organization's needs, the workshops contribute towards a 'coaching culture' that fosters a climate of communication, collaboration, and organizational cohesion. An important goal of this program is for the organization to become more self-sustaining in developing its leaders internally. The Center also offers open-enrollment versions called *Coaching for Development* and *Coaching for Human Resource Professionals*.

Coaching Skills Workshops are classroom-based and can be offered to all levels from first-line managers to senior executives. The program offers coaching skills to a specific audience, and might also be focused towards the organization's internal coaches in the human resources and organizational development areas.

## To learn more, contact:

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## Format

- › A combination of classroom instruction, small group interaction, one-to-one feedback, reflection and discussion to teach the essential elements of coaching.
- › Action learning through videotaped practice sessions, self-observation, peer feedback and one-to-one staff feedback.
- › Presents an organization with a practical coaching framework that is adaptable and easy to use.
- › Emphasis on building the coaching relationship, continuing to develop one's coaching skills after the program, and making immediate links to on-the-job applications.
- › Provides periodic coaching clinics and updates to sustain effective coaching.

## Best suited for:

- › Individuals who benefit from group interaction and are interested in better understanding themselves as coaches and improving their effectiveness in developing others.
- › Participants may include leaders who want to improve their coaching skills, and/or internal coaches (such as human resource and organizational development specialists) interested in maximizing their organizational impact.

## Length

- › Workshops can be modified to last from a half day to three days.

*When offered as a three-day workshop, it will include one hour of post-program telephone coaching.*



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