



Center for Creative Leadership

www.ccl.org

Quick Facts

Length: 3 days

Average class size: 24

1:4 faculty to participant ratio

Location: Colorado Springs, CO

Tuition: \$3,600

To Register:

Visit www.ccl.org/chrp

or call:

CCL- AMERICAS

+1 336 545 2810

Developed through a collaboration between CCL and the Society for Human Resource Management (SHRM).



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Coaching for Human Resource Professionals

Audience

For mid- to executive-level Human Resource Professionals who are responsible for coaching others and/or creating a coaching environment in their organization.

Overview

As a human resource professional, you are in charge more than you know.

Today's competitive business landscape means that your role has expanded. The best and most successful human resource professionals quickly learn how to gain and use influence to become more of a strategic partner, to determine where the organization is headed and to use the human resources function to guide the way.

Coaching for Human Resource Professionals can help you get there.

This program helps you strengthen your own leadership skills and learn how to build the coaching relationship to develop the skills of others.

Using the Center's framework of assessment, challenge and support, you will work intensively with a coach, one-to-one and in small groups. Multiple videotaped coaching sessions allow you to more closely examine your coaching style and abilities, learn new skills and effectively build a climate for coaching within your organization.

Outcomes

- Learn the essentials of coaching by using CCL's unique framework, along with new coaching skills that can be put to immediate use, in a program that's specifically focused on internal human resource professionals.
- Participate in a combination of small group interaction and videotaped practice sessions. Coaches work closely with small groups throughout the program, and a high instructor-to-participant ratio (1:4) provides a focused and feedback-rich learning environment during the entire program.
- Build a results-driven development plan using a powerful peer coaching process that is overseen by experienced CCL faculty.
- Learn more about yourself and others. You will understand the importance of managing the coaching relationship as well as how your personal preferences affect coaching outcomes. And you will increase your understanding of other personality types and learning styles to help you become a better coach.

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- Identify coaching's greatest impact and opportunity and gain strategies for creating a coaching environment within your organization that is fully adaptable to individual styles and circumstances.
- Develop new insights about the boundaries and ethics in the coaching relationship.
- Participate in a post-program follow-up session, conducted by telephone, to reinforce and extend classroom learning.
- Network with other human resource professionals to strengthen critical skills and explore the challenges that others face.
- Receive a take-home tool kit for implementing coaching techniques in your organization.

Stay Connected

Online Leadership Community



Visit myCCL and myCCL PREMIUM - www.ccl.org/myCCL to begin accessing a host of resources, research and news.

CCL's Leading Effectively Series

Visit www.ccl.org/leseries to access CCL Podcasts, Webinars and our monthly *Leading Effectively* e-newsletter.

Customized Services

For information on accommodations and tuition, or to review our transfer and cancellation policy, please visit our FAQ page at www.ccl.org/questions.

Agenda

Day 1: Self Awareness

Learning your coaching strengths and areas for development

- An introduction to CCL's framework for effective coaching: Assessment, Challenge and Support
- A videotaped coaching practice session, tailored to your unique work place situation, with extensive feedback from your CCL coach and from peers in your small group
- A look at how personal preference and learning style can help or hinder the coaching experience

Day 2: Organizational Focus

Understanding obstacles and opportunities

- A look at the current state of your organization's coaching environment
- Creating a vision for your organization's desired coaching culture
- A second videotaped practice session that presents you with the opportunity to refine your approach and broaden your coaching perspective

Day 3: Integration

Using your HR role to create a sustainable coaching environment

- A look at the importance of establishing and managing the coaching climate within your organization
- A discussion of ethical and boundary issues encountered by the HR Professional in coaching situations
- A discussion of how you can connect key learning themes to move toward action planning

Leadership Coaching

Additional coaching services are available to enhance this learning experience. This option may be elected at any point before, during or after program participation. (Available for an additional fee.)

To register:

1 Select a program
Visit www.ccl.org/chrp or refer to our Open-enrollment Program Schedule for available dates.

! Class size is limited and many programs require the completion of pre-course assessment surveys. This material is distributed seven to eight weeks in advance of the program and is critical to your program participation. For these reasons, it is important for you to register as far in advance as possible.

2 Register online
www.ccl.org/chrp

Or register by phone
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