Coaching for Human Resource Professionals

Specialized Audience Leadership Program
Mid- to Executive-Level HR Leaders
Open More Doors

Coaching is fast becoming a routine part of talent development – and organizations need skilled insiders to make it work.

As internal coaching becomes increasingly valuable, HR leaders need additional skills. They are challenged to:

- Develop and refine their coaching skills. How can HR professionals improve their ability to coach others and model effective development?
- Partner with organizational leaders to handle people development more effectively. How can managers be more effective in giving feedback and developing their people?
- Understand where the organization is headed and use the HR function to help lead the way. How can coaching help align business strategy and talent needs?

CCL’s Coaching for Human Resource Professionals helps participants refine their coaching skills, foster coaching skills in others and create a coaching climate in the organization.

Save time away from the office! Coaching for Human Resource Professionals is a 3 day program on site designed for middle to senior level HR professionals. However, the learning continues! Pre and post-activities can be scheduled on your own time without having to travel.

The program enhances:

- Knowledge – of current coaching abilities and ways to improve.
- Insight – to shape coaching and development processes in the organization.
- Credibility – to influence others and lead change.

Coaching for Human Resource Professionals is for Mid- to Executive-Level HR Leaders
- HR professionals responsible for coaching others.
- HR professionals responsible for creating a coaching culture in the organization.
Coaching for Human Resource Professionals focuses on skills needed to take coaching to the next level.

HR leaders attending this intensive coaching program will gain a clear picture of their coaching style and skills. They work closely with CCL Master Coaches to hone their ability to coach others. They expand the coaching lens to the organization – looking at obstacles and opportunities to use coaching to improve performance.

When the Coaching for Human Resource Professionals program comes to an end, participants will be equipped to:

- Explain and apply CCL’s unique coaching framework.
- Put critical coaching skills to use.
- Manage coaching relationships more effectively.
- Adapt their coaching style.
- Build a results-driven development plan.
- Identify ways coaching can be effectively applied in the organization.
- Set strategies to create a coaching culture.
Coaching for Human Resource Professionals meet the criteria for many professional certifications requiring ongoing training and education.
Choosing a Program

CCL programs target the real-world challenges unique to each level of leadership. Our Leader Development Roadmap steers leaders to the right development at the right time.

CCL’s Leadership Programs are grouped into five leader levels, making it easy to choose one that will match the needs, challenges and expectations of each participant.

**Leading Self:** Individual contributors, professional staff and emerging leaders

**Leading Others:** Leaders of individual contributors

**Leading Managers:** Experienced leaders who lead other managers or senior professional staff

**Leading the Function:** Senior leaders of organizational functions or divisions

**Leading the Organization:** Top executives leading the enterprise

By focusing on the skills critical for success at each level, your organization can see faster results.

The Coaching for Human Resource Professionals program falls within the Leading Others, Leading Managers and Leading the Function levels. It is designed for mid- to executive-level human resource professionals with coaching responsibilities.

We’re committed to delivering Results That Matter: Sustained Impact for You, Your Business and the World.
Why Coaching for Human Resource Professionals?

- Learn CCL’s results-based coaching model and skills to apply right away.
- Explore current research and challenges faced by HR leaders.
- Work closely with expert coaches and small groups in a focused and feedback-rich learning environment.
- Network with other human resource professionals.
- Participate in two structured peer coaching sessions focused on practical examples in the workplace.
- Focus on the learning experience with two in-depth individual coaching sessions.
- Engage in ongoing learning with self-paced eCourses focused on developmental conversations and identifying gaps in the organization’s talent portfolio.

<table>
<thead>
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<th>Tuition*</th>
<th>$4,200 USD</th>
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<tbody>
<tr>
<td></td>
<td>3800€**</td>
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<tr>
<td>Length</td>
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<tr>
<td>Average Class Size</td>
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<td>Instructor/Participant Ratio</td>
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<td>Coaching</td>
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<td>Locations</td>
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<td>Language</td>
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<td>Scale-up Option</td>
<td>Send multiple managers to CCL or run a full Coaching for Human Resource Professionals Program at your location.</td>
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* Tuition price is based on regional point of delivery and is subject to change.
** Excluding VAT.

Approved by:

ACSTH

Approved Coach Specific Training Hours
International Coach Federation

We’re committed to delivering Results That Matter. visit www.ccl.org/chrp.
Prepare...Engage...Apply...

Coaching for Human Resource Professionals is a leadership program that offers the knowledge, insight and credibility leaders need to boost coaching capacity in the organization. The program is a blend of interactive online assignments that prepare participants for the intensive classroom experience and ongoing learning long after the face-to-face program concludes. Participants engage in a three-step process to receive the most from this program:

**Prepare:**
Coaching for Human Resource Professionals includes a comprehensive assessment of the leadership skills necessary to coach and develop others.

**Pre-program assessments:**
- Give a detailed picture of coaching strengths, behaviors and preferences.
- Identify and clarify development needs.
- Establish a foundation for significant personal and professional growth.

**Engage:**
CHRP is 30 hours and includes synchronous (24 hours) and asynchronous learning (6 hours).

**The program includes:**
- Five structured practice sessions around relationships and assessments; support and listening; challenge and results; integration, and goal setting
- Written feedback forms for all practice sessions
- Active listening activities
- Coaching sessions around coaching effectiveness, feedback, goal setting, and creating a coaching culture
- Group coaching to learn from CCL expert coach and peers

**Apply:**
After the program ends, participants can apply and sustain their learning with individual coaching, peer coaching, and eCourse activities. The following learning assignments will require approximately seven to eight hours for completion:
- Participation in two structured peer coaching sessions focused on practical examples in the workplace and two in-depth individual coaching sessions focused on the learning experience.
- Access to eLearning designed to reinforce lessons from the program, including courses, books, podcasts, articles and quick-reference checklists and tools.
- Ongoing learning with self-paced eCourses focused on having developmental conversations with employees.
Why CCL’s Leadership Programs?

- **Personalized Attention** – Using a blend of in-depth assessments, feedback and experiential learning, participants engage in development that is focused on their unique leadership needs – which many call “life-changing.”

- **Leadership at All Levels** – Constantly refreshed content tailored to the unique needs of each level of leadership – from individual contributor to senior executives. Programs provide tools for immediate and practical application.

- **Global Availability and Flexible Schedule** – Offered worldwide, providing you with more choices and locations to meet the needs of busy managers and executives.

- **Peer Power** – Participants will network and learn from fellow leaders with comparable real-world experiences and familiar challenges.

- **Continual Learning** – Sustainable learning is a process – not a one-time event. CCL’s programs offer coaching sessions, resources such as webinars, white papers and eLearning to apply and sustain their learning experience.

- **Continuing Education** – CCL’s leadership programs meet the criteria for many professional certifications requiring ongoing training and education. Visit www.ccl.org/ceu to learn more.

CCL’s Leadership Programs can be customized or delivered at your place of business to best fit the goals of your organization, department or team.

When you invest in Leadership Programs for multiple managers and executives on an annual basis, you will receive additional tools and resources to develop your talent. As an added benefit, we pass on the savings to you.

**Call us today to learn about registering multiple participants, customization or on-site delivery.**
Coaching for Human Resource Professionals Registration

To speak with someone immediately, register by phone or learn about customized options, call us:

**CCL - Americas**
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Register online: www.ccl.org/chrp

The Center for Creative Leadership (CCL®) is a global provider of leadership development and research. Ranked among the world’s Top 10 institutions for executive education by Financial Times and Bloomberg Businessweek, it helps clients leverage leadership to drive results that matter.