



Today's organization requires radically different leadership skills to survive in the rapidly changing global economy. Organizational leaders must make their organizations more flexible and responsive. To do so they must:

- *Foster an environment which is conducive to learning and self renewal*
- *Create an appetite and agility for continuous change*
- *View every organizational member as a source of valuable ideas*
- *Share their expertise as well as their mistakes freely with others*
- *Demonstrate a high level of patience and tolerance for ambiguity*
- *Share power and decision making with others throughout the organization*
- *Demonstrate commitment to their own learning*
- *Have a strong sense of purpose for themselves and the organization*
- *Be willing to share important organizational information at all levels*
- *Encourage relationships and the building of networks*
- *Demonstrate courage and inspire others through their own actions*
- *Respond to both spoken and unspoken needs of others in the organization*
- *Have high personal and professional standards*

*The rapidly changing marketplace, increased global competition, and leaner organizational structures require radically different skills and attitudes from all individuals in the workplace*

## The Coaching Clinic

In today's marketplace, adding value is key to business success. Successful coaching adds value to employees, who then add value to their organizations by giving their best. Employees want to be happy, productive and innovative, and coaching creates the environment where this can happen. Coaching also supports diversity by recognizing every employee's uniqueness.

**The Coaching Clinic®** is a two-day workshop for managers and leaders that provides them the structure to learn the strategic skill of coaching. It is a powerful yet pragmatic course that leverages the ability of your leaders to develop the individuals with whom they work.

***Employees who are coached to performance rather than managed to performance are more committed to and invested in the outcomes of their work and achievement of organizational goals.***

Coaching is the most effective process for bringing about the ability for each individual to maximize his or her contribution to your organization. It is about making people more aware of their own behavior so that they can function more effectively. Using this process and skill set, your managers will spend more time "asking" vs "telling" thereby inspiring individuals to reach their own conclusions. ***If your managers embrace these concepts and utilize these skills, you'll find that the results are phenomenally sustainable as well as motivational!***

## ***Why Coaching? Why Now? What is the Burning Platform for the Coaching Clinic®?***

Just one look around tells us that business has changed dramatically. Gone are the days when employees could show up, do the same job year after year and stay until retirement. Mergers and acquisitions now threaten even the most seasoned process experts, who used to be protected from the ravages of downsizing. Employees are sadly watching their friends and colleagues pack their desks and wondering when they will be among the next group to be called into the company cafeteria for an "announcement". Those who are left behind are expected to do their work plus that of the "departed". At all levels people are feeling scared, mistrustful, angry and sad. "Forget about peak performance", they say, "we just want to survive." As a consequence, managers are dismayed to find that they can no longer command or control this group - the previous threat of job loss is now so omnipresent that it has lost its firepower.

**Why Coaching is the Answer?**

As a manager, how do you motivate this group? How do you motivate people who are 20 years older than you are and who resent having to listen to you? How do you get competitive results from workers who are determined to give you exactly what they are contracted to give and not an inch more? In today's marketplace, trying to address these driving management issues using the approaches that worked yesterday is perpetuating the "insanity" of doing the same things and expecting different results. You simply cannot expect different results without doing something different.

Leaders can't be the change agents alone - they need to create missionaries. Through coaching, managers can create partnerships with their colleagues to gain mutually beneficial results. By creating a collaborative culture, employees can focus on their jobs instead of being distracted by suspicion and fear. The coaching process helps re-build trust and re-open communication. It supports attitudes of openness and accountability. When coaching is in place, managers can reduce turnover, maintain their investment in their employees and have more dedicated and competent workers who contribute to the organization rather than take away from it.

**Why is the Coaching Clinic© Unique?**

Coaching has emerged as a major trend because it works. At its worst, it is the same old thing given a new name or spin. Many organizations have adopted "Coaching" as a catch phrase to mean anything from performance improvement and management to delegation skills or even – how to deliver criticism!

The Coaching Clinic© is the only program supported by Coach U and CCUI, the recognized leaders in the coaching movement. The only focus of CCUI is corporate training. Standing behind the training are some of the best business coaches in the world.

The Coaching Clinic© is the only program to utilize the Personal Coaching Styles Inventory (PCSI)

The Coaching Clinic© is unique in its distinctions of coaching- and has a proven track record for producing major shifts in corporate culture by raising standards and competencies.

***If your organization is ready to:***

- Develop your leaders
- Reduce Turnover
- Improve Morale
- Develop Teams
- Improve Continuously
- Meet or Exceed the Competition
- Increase Productivity
- Refine the Style of Management
- Improve Communication

**NOW is the time to TAKE ACTION!**

***Call for a free coaching session and/or consultation TODAY!***

*Logistics*

As a licensed facilitator of the Coaching Clinic®, I typically take the program into organizations around the nation rather than having managers attend public sessions. It is a cost effective approach providing companies with the opportunity to have 15 – 20 of their managers attend sessions together. By participating as a group, the managers work through situations that are unique to their organization. Best of all, they create their own support system for integrating the learning on the job.

*Coaching Clinic Agenda*

Day One	Day Two
<p><b>Being A Coach</b></p> <ul style="list-style-type: none"> <li>• A Model of Trust and Creating "Coachable Moments"</li> <li>• Personal Paradigm Shifts</li> <li>• Coaching Within The Organization Context</li> </ul> <p><b>The Five Step Process of Coaching Within The Workplace</b></p> <ul style="list-style-type: none"> <li>• The Coaching Conversation Model®</li> </ul> <p><b>The Tool Chest Of Coaching Skills</b></p> <ul style="list-style-type: none"> <li>• Contextual Listening</li> <li>• Discovery Questioning</li> </ul>	<p><b>The Tool Chest Of Coaching Skills</b></p> <ul style="list-style-type: none"> <li>• Messaging</li> <li>• Acknowledging &amp; Celebrating</li> </ul> <p><b>Personal Coaching Styles Inventory®</b></p> <ul style="list-style-type: none"> <li>• Defining Your Personal Style &amp; Recognizing The Styles Of Others</li> <li>• Coaching Across Style</li> </ul> <p><b>Implementing Coaching In The Workplace</b></p> <ul style="list-style-type: none"> <li>• Creating A Powerful Definition Of Coaching</li> <li>• Coaching To Commitment</li> <li>• Challenges To Coaching</li> <li>• Creating An Action Plan To Implement Coaching</li> <li>• Follow Up And Peer Coaching</li> </ul>

*Fee Structure*

- Facilitation Fees are \$1500 per day plus expenses
- Program Materials \$160 per participant
- Additional Costs (depending on what you have available in your training facility)
  - Laptop computer projector & screen
  - 6 easels with flip charts
  - Miscellaneous markers, post it notes etc.

*Optional Follow Up Coaching*

To support the participants in integrating the newly acquired skills, I also offer very cost effective group coaching sessions. For \$500 per group, your managers can participate in 2 one-hour group-coaching sessions scheduled at your convenience. They can choose to meet at intervals of 2 days, 2 weeks or 2 months, over the telephone and without even having to leave their desks. Group coaching through teleconferencing calls is extremely effective and is being utilized by leading edge companies throughout the world.