

Transforming Workplace Culture Series - Session 3

“Coaching Conversations”

*Thank you so much for viewing our
online leadership microlearning session!*



Session Objectives and Tips:

As leaders, we understand that...

- 1. There are many purposes and benefits to implementing executive-level coaching programs in companies.**
- 2. Various types of coaching programs include:**
 - i. Proactive Coaching Models.
 - a. C.O.A.CH Model- (long-term, strategic development conversations around growth).
 - ii. Reactive Coaching Models.
 - a. “The Coaching Habit” - conversation probes.
 - iii. Feedback Models.
 - a. SBI, E before O, Performance Management Models, Deflection Training for Leaders, Negotiation Models such as “Crucial Conversations” and “Getting to YES”.
- 3. Business Clarity by Design offers assistance with implementing coaching programs in your organization.**
 - i. Call us for a free consultation

Next Session Info:

Don't forget to sign-up or tune in for more **FREE** recurring monthly leadership microlearning webinars!

They are always held over Zoom or Facebook on the **3rd Wednesday of the month at 12pm Noon CT.**

See link for upcoming dates and topics!

<https://businessclaritybydesign.com/events>

Sign up here: <https://forms.office.com/r/hRjagQg9Du> or use the QR code:

Or simply save this zoom link and join! <https://zoom.us/j/99259340332?pwd=A5jN4B7mHD4YzT2YmhD6krHbmJa3lC.1>



The Coaching Habit - Conversation Probes

"What is on your mind?"

"And what else?"

"What is the real challenge here for you?"

"What would you like to see come out of this situation?"

"How can I help?"

"If you are saying 'yes' to this (employee's invented solution), what are you saying 'no' to? Are you ok with that?"

"What is going to be the most useful for you?"

"Is your solution value-added? In what ways? Any negative implications?"

The Employee & Executive Coaching Process:

- Train your managers and mid-level leaders as executive-level coaches.
- They are the ones to build/design/adopt a robust coaching program for all employees.
- It looks like setting 1:1 regular meetings with employees & their direct supervisors/managers, discussing goals for growth and tracking progress in multiple areas.
- Involves ongoing training and leadership development for your managers & mid-levels.
- Involves adherence to specific models of coaching and rules of communication for leaders whether in proactive or reactive conversations.
- Most effective when scaled across your entire company.
- Stick to several well-researched models for employee coaching, see above, or call Business Clarity by Design for our researched backed programming & curriculum.
- Observe changes in employee engagement, well-being, retention, more flawless succession planning, company productivity, and revenue.

Want to bring high-impact interventions to your organization?

Call our office today, or visit www.businessclaritybydesign.com
for assistance with the following:

Staff & Leadership Development/Education
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