

COACHING ESSENTIALS®

Learning Design

SECTION	DURATION	KEY CONTENT
LAUNCH (Pework)	15 min	Participants view a live-action video teaser and select four real-world workplace conversations to work on in class
LEARN & PRACTICE (Workshop)	10 min	Welcomes participants and outlines the value of the coaching process and skills to create more effective conversations
Natural Tendencies and the Coaching Mind-set	28 min	Explores the natural tendencies or habits we all have as we interact with direct reports and others at work
What Coaching Is—Definition and Metaphors	21 min	Provides deeper exploration for how coaching is a deliberate process using focused conversations to create an environment that results in accelerated performance and development
Where Coaching Fits	12 min	Information on coaching opportunities in the workplace *
Moving Forward with the Coaching Process	16 min	Introduces the key parts of the Coaching Process and highlights how the coaching process gives structure to conversations
Coaching Process Practice	24 min	Participants use the Coaching Conversations Guide to plan and practice the Coaching Process with a learning partner
Essential Skill—Listen to Learn	60 min	Explores the first of the four essential skills that support the Coaching process
Essential Skill—Inquire for Insight	62 min	Explores the second of the four essential skills that support the Coaching process
Essential Skill—Tell <i>Your</i> Truth	48 min	Explores the third of the four essential skills that support the Coaching process
Essential Skill—Express Confidence	16 min	Explores the fourth of the four essential skills that support the Coaching process
Linking the Coaching Process and Skill Set	28 min	Shows how to bring all the Essential Skills together while practicing the Coaching Process
Launch into Action	20 min	Preparation for planning and practicing a real coaching conversation using the Coaching Conversation Guide
My Coaching Vision	12 min	Partners debrief and coach each other on how they will develop as a leader using coaching in their organization
Honorable Close	12 min	Helps leaders create intentions and actions to guide future behavior
MASTER (Post-workshop)		A six-step follow-on program that guides learners on how to integrate their new skills back on the job

The above design reflects face-to-face delivery. Timing is a representation of the overall learning experience. *Optional slides available for companies using SLII® or GROW models. Virtual delivery also available, ask for details.

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