



Center for
Creative
Leadership

www.ccl.org

Maximizing the development process:

Coaching for Greater Effectiveness

For individuals responsible for managing, developing, coaching or leading others.

Quick Facts

Tuition: \$3,600 / 3600€ / S\$4,980

Length: 3 days

Average class size: 24

Instructor/Participant Ratio: 1:4

Who Should Attend?

Mid- to senior- level managers

Offered In:

Greensboro, NC, USA

Colorado Springs, CO, USA

San Diego, CA, USA

Brussels, Belgium

Singapore

Delivered in English

To Register:

Visit www.ccl.org/cge or call:

CCL - Americas: +1 800 780 1031

CCL - EMEA: +32 (0)2 679 09 10

CCL - APAC: +65 6854 6000

Overview:

You have likely managed employees who simply did not live up to their potential. You wanted to help them develop, but you did not know where to start.

Your approach may have been to tell them what to do and how to do it. Simple? Yes. Effective? Probably not. Such an approach could be repeated over and over again without ever seeing any improvement. Instead, why not tap into their motivations and help them come up with solutions on their own?

Coaching for Greater Effectiveness™ can show you how.

You will work intensively with a coach, one-to-one and in small groups. Using the CCL's framework of assessment, challenge and support, you will learn how to build the coaching relationship to more effectively develop the skills of others. Multiple videotaped coaching sessions allow you to more closely examine your coaching style and abilities and build new skills.

Think about it. You can probably remember one person who made the difference in who you are now.

Wouldn't you like to give that same gift to others?

Outcomes:

- Learn the essentials of coaching by using CCL's unique framework, along with new coaching skills that can be put to immediate use.
- 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.
- Learn how to adapt your coaching style to fit with individual styles and circumstances.
- Participate in a follow-up coaching session conducted by telephone 30 to 45 days after the program to reinforce and extend classroom learning.

Agenda

Phase 1: Face-to-Face: 3 Days

Day 1

- An introduction to CCL framework for effective coaching: Assessment, Challenge and Support
- A coaching practice session, with extensive feedback from your CCL coach and from peers in your small group, to give you personal insight into style, skills and practical methods of coaching others
- A group session to explore questioning tools that you can use to create insights

Day 2

- A look at how personal preference and learning style can help or hinder the coaching experience
- Two videotaped practice sessions present you with the opportunity to try out a coaching scenario that you have prepared. The sessions include feedback from your peers and one-on-one attention from your CCL coach.

Day 3

- A look at the importance of establishing and managing the coaching relationship
- A capstone session in which you will give and receive real-time coaching with peers in a structured goal-setting process facilitated by a CCL coach
- A way to create a detailed plan to continuously develop and apply coaching skills at work
- A discussion to prepare for the post-program follow-up session

Phase 2: Application

Includes a telephone follow-up coaching session with a CCL coach 30 - 45 days after the program to reinforce and extend classroom learning.

Additional coaching services can be elected at any point before, during or after program participation. For more details, visit www.ccl.org/coaching.

CCL's online leadership community helps alumni stay connected and provides valuable leadership resources. Visit myCCL and myCCL PREMIUM - www.ccl.org/myCCL to begin accessing a host of resources, research and news.

CCL's Leading Effectively Series - www.ccl.org/leseries provides access to CCL Podcasts, Webinars and a monthly e-newsletter.

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.

Interested in having us deliver Coaching for Greater Effectiveness within your organization?

Call CCL-North America or CCL-EMEA to discuss a more customized delivery.

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

To Register

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

Register online at www.ccl.org/cge or register by phone:

CCL- Americas: +1 800 780 1031 • CCL- EMEA: +32 (0)2 679 09 10 • CCL - APAC: +65 6854 6000