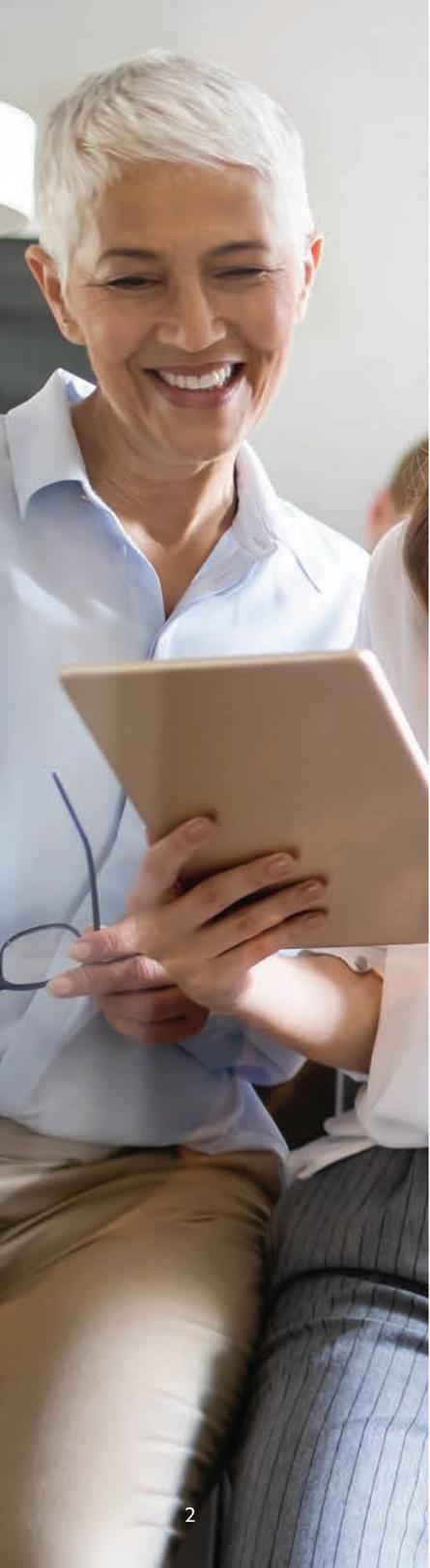




Everyday Coaching Conversations

Imagine an organization in which leaders take advantage of daily opportunities to coach employees. Imagine creating an organization in which coaching isn't something that's given to someone once-a-year, but is an exchange between employees and managers that is positive...motivating...forward looking. Everyday Coaching Conversations helps leaders identify, and take advantage of coachable moments with ease. Instead of a complicated, multi-step model, Everyday Coaching Conversations provides a simple prompt that makes coaching memorable and accessible in-the-moment for both novice and experienced coaches alike.



Coaching is not a “one-size-fits-all” method; it is unique to each individual. Good coaches help their employees find their own path to success. Yet formalized coaching can be a time consuming task that often gets overlooked for the more immediate responsibilities. The key is not to carve out time to coach, but rather embed coaching into the time you already have.

Everyday Coaching Conversations

is a leadership development program designed to help leaders take advantage of the quick, often taken-for-granted conversations they have with their employees every day. It allows leaders to coach on-the-fly whenever the opportunity arises. By providing a simple prompt and encouraging leaders to use aspects of positive psychology, mindfulness, and EQ, leaders create mind-opening conversations that leave both manager and employee feeling good about the interaction.

Everyday Coaching Conversations

supports the goal of becoming a coach-like leader with the simple, yet powerful EC² prompt - Explore, Collaborate, Commit.

EC² PROMPT

- EXPLORE what the employee is experiencing; understand their reality
- COLLABORATE to find a solution, think through options, and understand the implications
- COMMIT to an action, and follow up on progress, insights, and timing

Everyday Coaching Conversations

breaks down the EC² prompt to help individuals understand what is happening at each step that allows an impromptu conversation flow naturally. Explore, collaborate, and commit helps leaders focus on engaging in a positive exchange that allows the person being coached explore what is possible and commit to constructive, forward-looking actions. This highly experiential program includes small and large group activities, paired learning, role-playing, reflection, and peer-coaching. The virtual experience covers virtual coaching strategies to enhance coaching relationships in remote work environments.

SPUR OF THE MOMENT
IMPROVISED
SPONTANEOUS
IMPROMPTU
ON-THE-FLY
UNEXPECTED
CASUAL
INSTINCTIVELY



PERFORMANCE OBJECTIVES	ASSOCIATED LEARNING OBJECTIVES
Prioritize coaching as part of a leadership strategy	Understand the value of coaching the individuals on their team
	Learn how to take advantage of tools that support a positive approach to effective coaching
	Identify ways to know how each employee may differ
Utilize the elements of the EC ² prompt	Identify the aspects of the EC ² prompt
	Understand the impact and behaviors associated with effective listening using mindfulness and EQ
	Experience the value of asking more and telling less
	Know how to approach a challenging conversation
Instinctively apply coaching tactics in everyday interactions	Understand and apply positive psychology skills including mind opening questions
	Internalize the elements of effective coaching including emotional intelligence and mindfulness

Participants will leave the program ready and equipped to take advantage of a conversation during exchanges that happen every day - on an elevator, in the cafeteria, over an afternoon cup of a coffee or passing in the hallway. Leaders will contribute to the creation of a coaching culture, where coaching becomes part of the fabric of the organization.

Everyday Coaching Conversations



LENGTH: 3 Hour VILT, Half Day ILT, and Full ILT



MODALITY: VILT and ILT



AUDIENCE: Managers, Frontline Leaders, Executives



PREWORK: One page, brief fillable PDF



CLASS SIZE: 20 people per class



gpstrategies.com

1.888.843.4784

info@gpstrategies.com

GP Strategies World Headquarters
70 Corporate Center
11000 Broken Land Parkway, Suite 300
Columbia, MD 21044 USA



Get in touch by calling **1.888.843.4784** or email us at info@gpstrategies.com