

The Spot Coaching Approach™

Leaders with the capacity to coach impact business results.

Mindset precedes change. A good starting block for developing any leader is to reflect on their current practices employed when managing others. While working in a fast-paced environment, often leaders believe their time is best spent directing and problem solving in order to get things done. However, they miss opportunities for developing, facilitating and empowering their employees to get things done themselves.

The Spot Coaching Approach provides your leaders with an easy-to-integrate framework, and overall mindset, for practicing in-the-moment coaching. Shifting their tendency to always direct to finding, and taking advantage of, opportunities to coach.

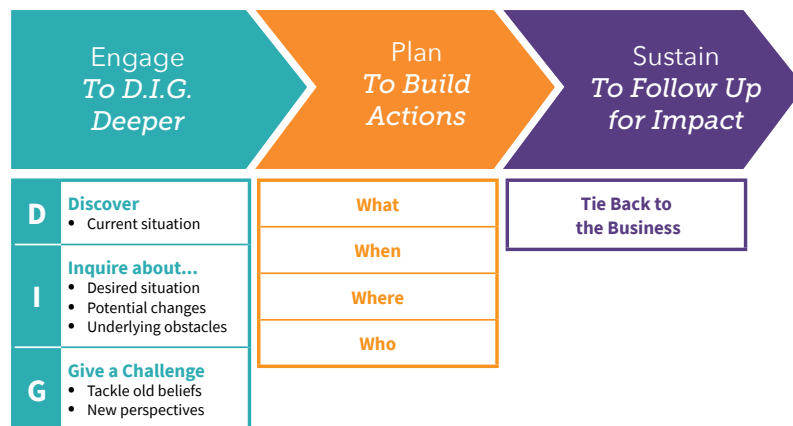
Program Overview

- Includes pre-work, an onsite 1-day workshop, and a series of follow-ups to ensure sustainability
- The developmental coaching model assists leaders in aligning the behaviors and talents of employees with the objectives of your organization
- Will result in team members who are able to take more initiative, make better decisions and work more collaboratively

Participants show improvement in:

- Distinguishing between a coaching mindset and managing mindset
- Learning when to problem solve versus when to coach others to develop their own decision-making skills
- Engaging in difficult conversations and providing timely feedback to direct reports
- Identifying underlying obstacles and barriers

Easy-to-Integrate, 3-Stage Coaching Model



Stage 1: Engage

Your leaders will learn to be present and available in order to fully engage in coaching conversations.

Stage 2: Plan

Change doesn't happen overnight, we teach leaders to build action steps that lead to sustainable change.

Stage 3: Sustain

Leaders will learn how to support, sustain and measure the impact of their coaching.

Spot Coaching Train-the-Trainer Program Available

- Provides a licensing agreement to teach Spot Coaching internally, reducing costs and providing flexibility in delivery
- Rapidly brings coaching skills to a large number of leaders across your organization
- Consists of 1-day Spot Coaching Workshop followed by 1-2 days of leader training

FOR MORE INFORMATION, CALL 1.800.582.4401

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