

The Coaching EDGE[®]

by Interaction Associates

UNLEASHING THE POTENTIAL OF OTHERS



Good coaching expands people's capabilities.

Interaction Associates can show your organization how to get the most out of coaching relationships. **The Coaching EDGE[®]** workshop is a powerful learning experience that will give participants the tools to help individuals change unproductive behaviors and produce breakthrough results.

BENEFITS FOR PARTICIPANTS

Participants in The Coaching EDGE[®] will learn to:

- Create effective coaching contracts
- Identify resistant behaviors and generate a commitment to action
- Cultivate trust and openness
- Give feedback that builds confidence
- Encourage experimentation and risk-taking
- Foster discipline and follow up on agreements

BENEFITS FOR THE ORGANIZATION

Effective coaching can have a powerful impact on your organization by setting new standards for open communication, flexibility, and creativity. It can improve employee retention and commitment, foster leadership, and encourage continuous learning.

WHAT MAKES AN EFFECTIVE COACH

Research shows that employees are more productive, provide better customer service, and generate more revenue when they are supported by coaches who encourage their development. Good coaches:

- Provide inspiration
- Create a supportive environment for personal and professional growth
- Can show people how to analyze and solve problems
- Help others to think critically outside of conventional beliefs
- Lead others to take effective action

WHO SHOULD ATTEND

Anyone in a position to influence the performance of his or her colleagues will benefit from this workshop. Participants may include:

- Managers
- Line Leaders
- Change agents
- Team leaders
- Internal consultants
- Frontline supervisors

HOW PARTICIPANTS LEARN

The Coaching EDGE® is a highly experiential workshop that provides the framework, skills, and practice that coaches need to build and maintain effective coaching relationships. The learning experience includes:

- Self-assessments
- Group and individual practice sessions
- Exploratory discussions
- Feedback from workshop leaders and peers

During practices, participants use examples from their own coaching relationships, creating a tailored experience and making the skills they're learning immediately transferable to their own jobs.

SAMPLE AGENDA

DAY ONE	DAY TWO
<ul style="list-style-type: none">• Workshop Introduction• Coaching Definitions• Coaching Competencies• The Coaching EDGE® Process• Inquiry Techniques• Advocacy Guidelines• Coaching Practice: Inquiry & Advocacy• Contracting• Practice• Problem-Solving Spaces• Practice• Homework Assignment/Close	<ul style="list-style-type: none">• Welcome-Back/Review• Appreciative Awareness Guidelines• Small-Group Coaching Practice• Observation & Ladder of Inference• Feedback Guidelines• Feedback (continued)• Practice• Diagramming• Small Group Coaching Practice• Gap Analysis• Practice• Commitment Questions & Practice/Action Plans• Practice• Graduation/Close

IA is a 40-year firm specializing in the development of Facilitative Leaders. We equip these leaders to solve complex problems and achieve extraordinary results by leveraging the power of people working together. Since 1969, we have partnered with global leaders across all industries, and many of the Fortune 100, to transform the way people lead, and are led, at every level in an organization.