



Timing for Leader as Coach Program (two-days)

DAY ONE

Part 1: Welcome, Learning Objectives, What is Coaching **1.5 hours**

Slides 1 – 17

(Pages 1 – 10 in Participant Manual)

Three exercises in this section:

1. Telling/Asking Continuum (flip chart discussion, about 15 minutes)
2. What Do People Want in a Manager? (flip chart, about 15 minutes)
3. Old Style vs. Leader as Coach (workbook exercise, 10 minutes)

Part 2: A Model of Coaching and the Four Primary Skills **3.5 hours**

Slides 18 – 20 (The Model of Coaching) 10 minutes

Slides 21 – 23 (Skill #1 – Suspending Assumptions) 15 minutes

Slides 23 – 30 (Skill #2 – Smart Questions) 20 minutes

Neutral Questions Exercise (in table groups) 15 minutes

Exercise #1 – Suspending Assumptions & Smart Questions 30 minutes

Slides 31 – 42 (Skill #3 – Respectful Listening) 30 minutes

Self Test for Listening Exercise 10 minutes

Exercise #2 – Respectful Listening 20 minutes

Slides 43 – 50 (Skill #4 – Straight Talk) 15 minutes

Exercise #3 – Round Robin Coaching 45 minutes

(Pages 11 – 28 in Participant Manual)

Part 3: The Coaching Conversation **2.0 hours**

Slides 51 – 69 (The Coaching Conversation) 30 minutes

Exercise #4 – The Coaching Conversation 60 minutes

Debrief Exercise #4 10 minutes

Slide 70 (Before Next Time: Homework) 10 minutes

Slide 71 (Review: What did you learn today?) 10 minutes

(Pages 29 – 38 in Participant Manual)

DAY ONE TOTAL TIME **7.0 hours**

DAY TWO

Part 1: Welcome Back, Review Agenda, Debrief the Homework .5 hour

Slides 72 – 74 (Agenda, How did you do?, Review model) 30 minutes

Part 2: Your Coaching Style (using DISC) 1.5 hours

Slides 75 – 80 (Overview of DISC) 45 minutes

Exercise: DISC Groups & Debrief 45 minutes

(Pages 39 – 50 in Participant Manual)

Part 3: The Ten Pillars: Advanced Coaching Skills for Developing Others 3.75 hours

Slides 81 – 85 (The Ten Pillars) 15 minutes

Exercise: Role Play Groups 150 minutes

Exercise: Coaching Practice: Ten Pillars 60 minutes

(Pages 51 – 63 in Participant Manual)

Part 4: The Pinnacle : Providing Honest Feedback 1.25 hours

Slides 86 – 91 (Providing Honest Feedback) 15 minutes

Exercise: Coaching Practice 60 minutes

(Pages 64 – 71 in Participant Manual)

Part 5: Designing the Coaching Alliance & Wrap Up .5 hours

Slides 92 – 98 (Designing the Alliance, Review of the Day, Close)

(Pages 72 – 83 in Participant Manual)

DAY TWO TOTAL TIME 7.5. hours