

# THE COACHING CLINIC™

The Coaching Clinic™ builds a culture of coaching by developing manager-coaches who help employees reach their full potential.

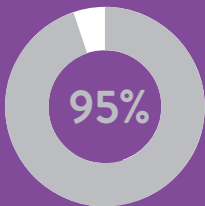
## OVERVIEW

- Managers learn easy-to-implement coaching skills that generate clear commitments and build strong accountability to engage employees in achieving results.
- The Coaching Clinic™ uses the five-step Coaching Conversation Model™ (*Establish Focus, Discover Possibilities, Remove Barriers, Acknowledge Awareness, Plan the Action*) to train managers in strategic coaching skills.
- Participants experience multiple real-world peer coaching practice sessions, get feedback on their coaching effectiveness, and develop a personal action plan to apply skills in their daily work.

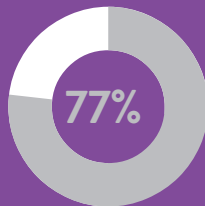


## HOW WILL THE COACHING CLINIC™ BENEFIT YOUR ORGANIZATION?

- Managers gain highly impactful coaching skills that support every part of their role, including **improving relationships, leading others, developing and retaining team members, and strengthening accountability.**
- The **organization is poised to adapt and respond to the needs of an evolving workplace** with managers who can help others learn and grow, respond rapidly, leverage creativity and innovation, manage change and performance, and build leaders for the future.
- Employees benefit from getting just-in-time feedback from manager-coaches which **strengthens trust, increases employee engagement, builds confidence, and improves performance.**



95% of organizations believe that a coaching program can help **RETAIN** and **ENGAGE** leaders.



77% of organizations agree that coaching is a **NECESSARY LEADERSHIP COMPETENCY.**

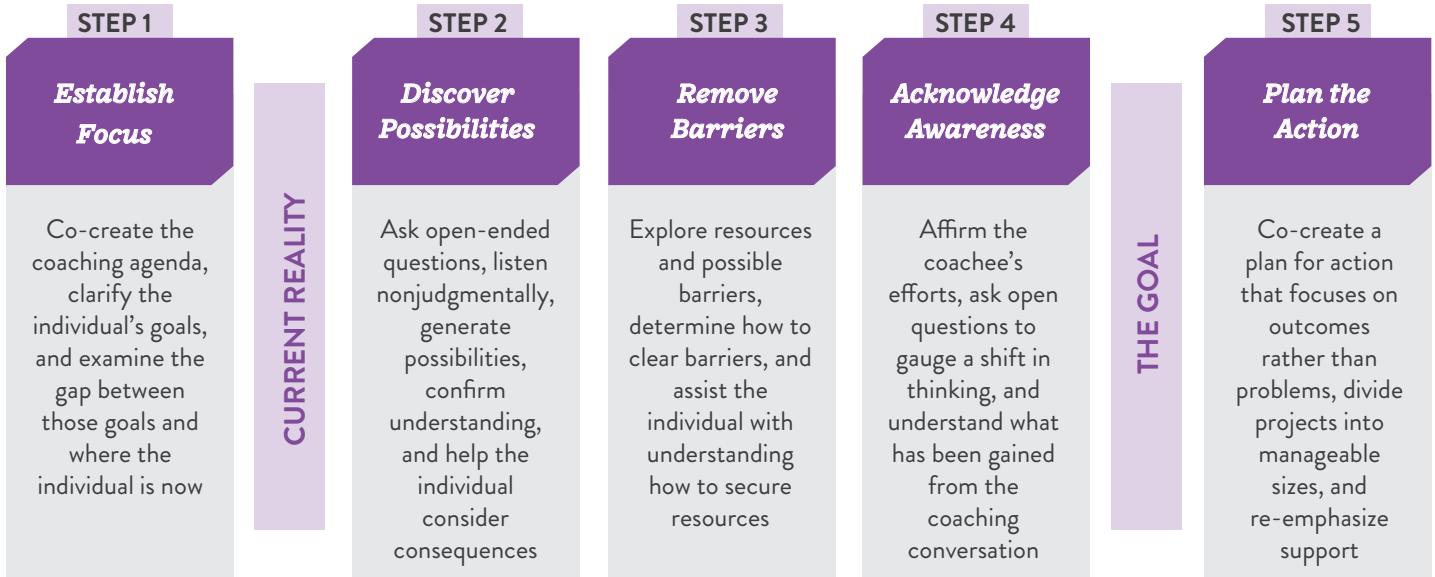
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## THE COACHING CONVERSATION MODEL™

The Coaching Clinic™ is built around the Coaching Conversation Model™, which helps leaders develop coaching capabilities in five key steps:



## WORKSHOP DELIVERY OPTIONS

- A two-day, full Coaching Clinic™ program, includes core, advanced, and real-life coaching skills
- A one-day, condensed program that builds core coaching skills (with less focus on advanced skills)
- A half-day program focused on the Coaching Conversation Model™
- A half-day Personal Coaching Styles Inventory™ workshop

### Customization options:

- Reinforcement sessions
- Practice coaching
- Group coaching
- One-on-one coaching
- Coach-the-coach training
- Executive overview sessions

*“This workshop offered a good look at coaching and how to do so in a leadership role. Too often I do more telling than coaching, and this workshop helped me realize that.”*

—Participant

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