

# THE POWERFUL COACHING CONVERSATION

*The Powerful Coaching Conversation Workshop* is an intense, one-day leadership development experience designed to provide participants with a strong foundation of coaching principles and practices, enabling them to have more meaningful conversations. The workshop equips individual contributors, front-line managers and early-stage leaders with skills and approaches they can use to have a significant influence on the performance, learning, and careers of others.

*The Powerful Coaching Conversation Workshop* is a powerful learning experience during which participants will gain:

- a solid understanding of the potential impact of coaching conversations,
- immediately-usable coaching processes, skills, and tools, and
- a plan to integrate a coaching approach into their day-to-day interactions.

This is a practical, hands-on workshop comprised of interactive exercises, a self-assessment, engaging lecturettes, and real-time coaching sessions (Coaching Experientials) with ample personal feedback. It is the best training experience available for leaders seeking to become much more coach-like in all of their interactions.

The workshop is based on the easy-to-learn *Five Core Coaching Practices Model*.

## FIVE CORE COACHING PRACTICES

### 1. Affirm the person

- Creating the environment for receptivity to feedback, learning, and development.

### 2. Confront the facts

- Courageously confronting expectations, perspectives, and current realities.

### 3. Explore the possibilities

- Generating fresh thinking, radical options, and ambitious paths forward.

### 4. Encourage the change

- Inspiring personal learning and transformation.

### 5. Advance the action

- Identifying and committing to the most potent steps forward.



For more information, contact:

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Email:

bluepoint

## WORKSHOP AGENDA

My Coaching Story...So Far
The Five Core Coaching Practices
The Coaching Inquiry <i>The Powerful Coaching Question</i>
Coaching Experiential #1: <i>My Leadership Challenges</i>
The Affirming Dialogue
The Power of Constructive Confrontation

### LUNCH

The Coaching Conversation at Work
The Coach as Explorer
Encouraging the Change
Advancing the Action
Coaching Experiential #2: <i>Mastering the Art of Coaching... Moving from Intention to Action</i>
Action Planning & Wrap-Up



## PERFORMANCE-BASED COACHING

Workshop participants are encouraged to see every conversation as a coaching opportunity and challenged to become catalysts who inspire others, accelerate learning and motivate high performance. They learn how to create an environment of trust and accountability in which well-intentioned feedback flows freely.

### PRACTICAL APPLICATION OF COACHING PRACTICES

To help participants apply the *Five Core Coaching Practices*, they are provided with a practical tool: *The 25 Powerful Coaching Questions*. Participants learn how they can use these questions to help those they coach make significant shifts in their thinking, attitudes and actions.

### THE CORE COACHING PRACTICES ASSESSMENT

Participants take stock of their current coaching effectiveness by completing a self-assessment aimed at identifying specific behaviors they can incorporate into their day-to-day activities to increase the impact of their coaching.

### THE COACHING EXPERIENTIALS

Leaders learn best when they have an opportunity to experiment with new approaches and concepts. Throughout the course of the workshop, participants engage in two live Coaching Experientials and receive direct feedback on the effectiveness of their coaching.

TARGET AUDIENCE	DELIVERY TYPE	MATERIALS
This workshop is ideal for leaders seeking their first formal coach training program. It is an excellent development experience for front-line supervisors, early-stage leaders and individual contributors seeking to make a significant shift in their coaching effectiveness.	Classroom, conference, or online delivery	<ul style="list-style-type: none"> <li>• Workshop Prework</li> <li>• Participant Guidebook</li> <li>• The Core Coaching Practices Self-Assessment</li> <li>• The 25 Powerful Coaching Questions</li> </ul>

### LEARNING APPLICATION (OPTIONAL)

Workshop graduates have access to the *Bluepoint Powerful Coaching Conversation Micro eLearning Program* powered by Mindmarker, a 12-week reinforcement program designed to maximize the effectiveness of the workshop and help participants make real, sustained changes in their day-to-day behavior.

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