



## *Wolf* Leadership Development, LLC

Being a coach involves being able to draw from several disciplines. Coaching is based on a partnership that involves challenging people to understand their goals and to take responsibility for planning for and achieving them.

Knowing how and when to coach (and when to use other approaches, like mentoring) is an essential skill that can benefit both individuals and organizations. Wolf Leadership Development's approach to coaching is a behavioral one. That means we and the coaches we train are expected to work with clients (coachees) to discover behavior related issues that need improvement in order for both them and the organization to be most effective. We prefer to not take a remedial approach but rather to take a positive look at the future and help growth goals to be achieved.

Due to the level of skill required to be an effective coach, it is recommended that a two day workshop be adopted for new coaches and follow the Core sessions below. As always, Wolf Leadership Development recognizes that different organizations may have different levels of needs. Therefore, we are ready to customize the workshop with the best fit of segments and time for your organization.

The recommended two-day workshop (Core) will help participants learn:

- What coaching is and is not
- How coaching can be used to improve individual and organizational performance
- Use a well-established coaching model
- The behaviors and practices of an effective coach through lecture and substantial practice
- Understand the use of assessment
- Discover potential problems and additional tips

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## Workshop Core Material

### **Defining Coaching and noting the difference from Mentoring**

Explore what coaching is and is not.

### **Establishing the Mandate**

Participants will recognize the need to look into the future with the coachee and establish what the goal(s) of a coaching engagement will be. This will establish the mandate for the engagement and referred to frequently.

### **The Coaching Model**

This session will explore a six-step coaching model that can be applied to any situation.

### **Communication Skills**

Communicating well is a key aspect of successful coaching. During this session, participants will explore different communication skills including active listening.

### **The Art of Questions**

Discuss types of questions and related questioning techniques.

### **Coaching Tools**

Participants will be offered and discuss a three or more coaching tools and concepts that will facilitate coaching sessions.

### **Critical Coaching Skills**

In this session and using the model, participants will examine important coaching skills in small groups. Participants may also work in small groups to complete a mix-and-match exercise that will further familiarize them with key coaching skills.

### **Practice Scenarios**

The heart of any coaching workshop is the actual practice of coaching using customized scenarios. With participants divided into triads, the goal is to allow participants to be a coach, to be a coachee and to be a critical observer. This process should be repeated three times with three different scenarios. Scenarios are best when derived from the organization sponsoring the workshop. Therefore, expect to be asked in advance for at least three scenarios related to the sponsoring organization.

### **Assessments**

Participants will learn what assessments are in general, how they might be used and how ethics and confidentiality are important. Additionally, participants will become aware of several different and specific assessments. However, due to the proprietary nature of most assessments, this session can be informational only.

### **Coaching Problems and Tips (Do's and Don'ts)**

Participants will be made aware of problems that may be encountered during coaching sessions and discuss possible solutions. Additionally, some last minute tips may be offered that have not already been given.

**Call us to find out how this can work for your organization! Or, email Dr. Mike Farlow at [mfarlow@wolfleadership.com](mailto:mfarlow@wolfleadership.com)**