

Vital Coaching

4.5 PMI PDUs | 4.5 IIBA CDUs

Format: Live Instructor-Led Online through Zoom

Duration: 4.5 hours

Technology and Attendance Requirements:

Computer with a browser, Zoom, a microphone and speaker. For this workshop, camera should be on if possible and you must be actively participating.

Manager? Coach? Both? It's not a trade-off. The best managers build trusting relationships with their employees and foster high performance and engagement by providing the right coaching at the right time. They understand that their role is more than simply measuring results, and they adopt a coaching mindset—partnering with employees to establish clear objectives, staying aligned on progress, providing the right support and direction to achieve results, and helping employees grow and develop.

Our Vital Coaching course will give you the tools and frameworks needed to help you improve your employees' performance and develop talent.

This experiential course focuses on realistic examples and hands-on exercises to help you uncover various key concepts for implementing effective coaching strategies. You will learn where and when to use different coaching approaches, how to prepare for a coaching conversation, and how to engage in a productive dialogue with your employees.

Learning Outcomes:

During this course you will learn how to:

- Unlock the power of a flexible leadership approach that meets coachees where they are
- Foster high performance by working with coachees to align on clear expectations and assess progress
- Provide effective feedback that reinforces strengths and promotes development
- Partner with coachees on action plans that drive growth, results, and engagement

Content:

- You will explore different types of coaching and how to use them to align your employee on expectations.
- You will practice using tools, such as the perspectives analysis grid and conversational recipes, to develop key listening and emotional intelligence skills.
- You will work with your fellow participants to analyze a challenging coaching case study and develop an accompanying coaching plan.
- You will role play a realistic coaching conversation in small groups using a case background.
- You will create a coaching journal to keep track of your progress during your coaching journey.