

Leader as Coach Agenda Session 1

Pre-course preparation for Session 1

- Watch the video: What's the difference between coaching and other techniques? [5:34mins]
- Watch the video: When to coach? When not to coach? [5:37mins]
- Watch the video: Introduction to the GROW Model [5:38mins]
- Watch the video: Above the line and Reframing [4:55mins]
- Watch the video: Every-day coaching – the 5 Levels
- Read: The Leader as Coach published by Harvard Business Review
<https://hbr.org/2019/11/the-leader-as-coach>

Session 1

Introduction

1:00pm – 1:30pm

- Introductions
 - Acknowledgement
 - Virtual meeting etiquette
 - Orientation information to your resources
 - Choose your own adventure
 - Empty the glass
- Setting goals/write them up

1:30pm – 2:00pm

- What is coaching? What is it not?
- Range of coaching in the workplace
- When are we going to coach?

The GROW Model

2:00pm – 2:30pm

- GROW Model – 4 Top Questions
- Wiggle words

2:30pm – 2:45pm

Morning Tea

2:45pm – 3:30pm

- Practice the GROW Model

Above the line/Below the Line and reframing

3:30pm – 4:00pm

- Above the Line/Below the Line
- Reframing
- How/Who/What/When/Where?
- Avoiding closed questions

Five levels of Coaching Conversations

4:00pm -4:30pm

- Generating questions at the 5 different levels

4:30pm

Finish

Leader as Coach Agenda Session 2

Pre-course preparation - Session 2	
<input type="checkbox"/> Complete your MBTI profile and have a read	
Session 2	
1:00pm – 1:30pm	<input type="checkbox"/> Debrief from our first day
Bridging between coaching sessions and everyday catchups	
1:30pm – 2:15pm	<input type="checkbox"/> Bridging between coaching sessions: using EARS <input type="checkbox"/> Practice EARS
2:15pm – 2:30pm	Morning Tea
Coaching different personalities	
2:45pm – 3:30pm	<input type="checkbox"/> Coaching different personalities and effective communication using MBTI profiles
Building accountability and momentum	
3:30pm – 4:00pm	Start/Stop/More of/Less of
4:15pm – 4:30pm	<input type="checkbox"/> Summary <input type="checkbox"/> Feedback <input type="checkbox"/> Next steps
4:30pm	Finish