



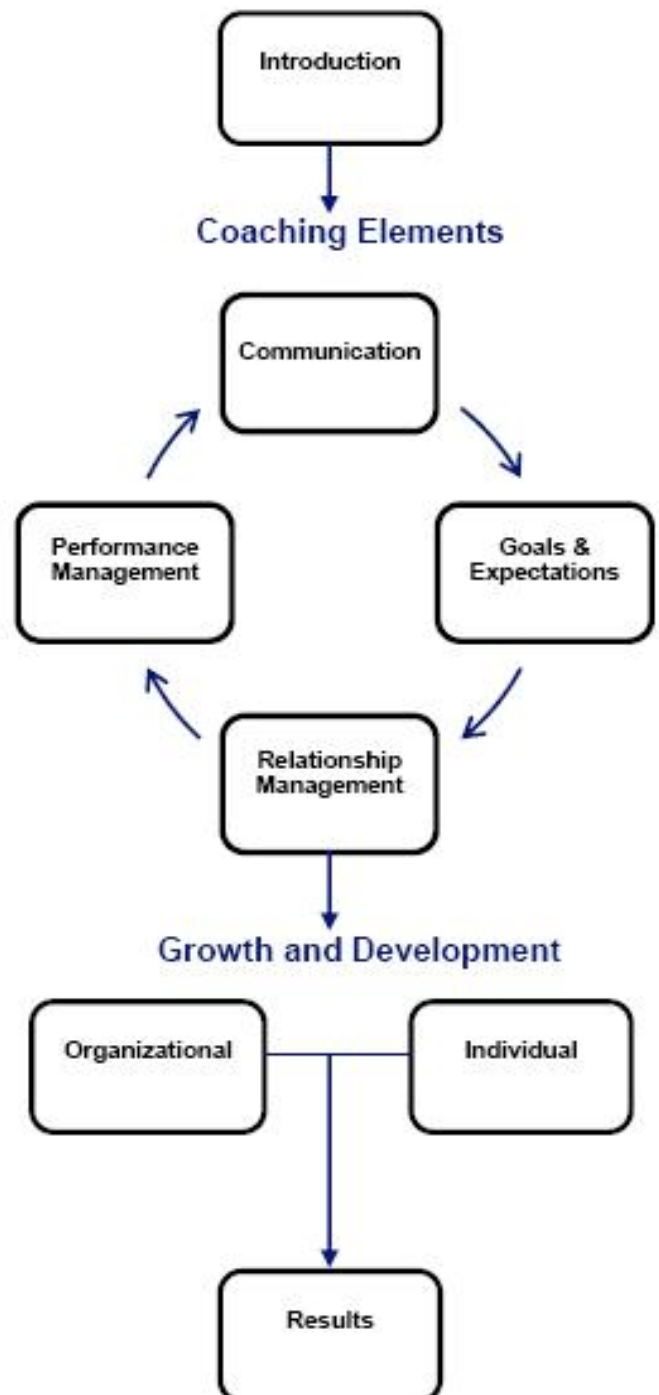
Coaching For Success

Coaching for Success is a program that provides insight into the reasons for coaching, the elements of the coaching process, the importance of communication to that process and what should be expected in a one-on-one coaching session.

Coaching for Success is a great introductory program for anyone in an organization that is introducing coaching as a key communication and development tool. **Coaching for Success** can also be used as a natural follow-up for managers who have already participated in **Results-Centred Leadership** as an opportunity to consolidate the learning.

The Breakthroughs:

- Coaching on a regular basis can have a very positive effect on results
- Coaching helps to build strong, trusting relationships
- Appreciative of the role of clear position (job) descriptions
- Clarifying expectations through development of goals which allow for accountability
- Feedback plays an important role in the growth and development process
- People's perception of consequences of change helps determine people's behaviour
- Questions help clarify situations
- Empathic listening enhances communication and develops greater understanding
- Individuals need to have involvement and ownership into the coaching process
- Effective planning makes coaching sessions more valuable and thought-provoking





Caroline Rowan, Author of Coaching For Success

Caroline Rowan is a leadership coach. She is president of RCLD Learning Resources, a publishing company, and CVR Leadership, a company that specializes in providing Clear Verifiable Results through facilitating organizational development. The focus is on developing strong leaders who will in turn develop the rest of the people within the organization.

Caroline was born and educated in England, graduating with a Bachelor of Science Degree. Her business background, spanning over 30 years, includes working for such organizations as Unilever, Queen's University, Johnson and Johnson, and Warner Lambert.

Benefits

When the program is complete, each person will be able to:

- Understand the value and importance of coaching
- Appreciate what may hold them back from coaching
- Understand how to get the most value from a one-on-one
- Realize the value of SMART goals
- Have tools for dealing with performance issues of others
- Comprehend the importance of key aspects of better communication

Sessions:

Coaching for Success is presented in 4 key modules:

- Good Reasons for Coaching
- Key Elements in the Coaching Process
- Importance of Communication in the Coaching Process
- Conducting One-On-One Coaching Sessions

Audience

- Any organization in any industry
- Suitable for all levels of the organization up to and including the executives
- Organizations that are looking to get improved results through using coaching as a key tool
- People currently in leadership roles and any identified future leaders
- Graduates of **Results-Centred Leadership** who want to refresh their skills

The Format and Features

- Participant work book providing learning through different approaches, exercises, experiential experiences, role playing, case studies, discussion, etc.
- 8 2-hour sessions, or 4 4-hour sessions, or 2 full days
- Summary at the end of each module outlining critical points
- Participants write the answers to consolidate their learning
- Allows for discussion in groups for better understanding and development of teams