

Coaching for Performance

Purpose

Coaching for Performance is our foundational program that provides leaders with the necessary insight and capabilities to effectively and confidently coach others to higher levels of performance. Coaching is an essential skill for all leaders.

We leverage the C.O.A.C.H.™ Model of coaching and provide practical techniques to effectively engage in the variety of conversations leaders face every day.

Prerequisites:

None

Recommended:

Leading Others or Leading Managers

Outcomes

By the completion of the course, participants will be able to:

- Discover what coaching is – and what it isn't
- Learn and practice the C.O.A.C.H.™ Model of coaching
- Gain competency and confidence in having coaching conversations with impact
- Increase their self-awareness as coaches and fine tune their own authentic coaching styles
- Leverage their coaching skills in 2 specific types of conversations: performance and career conversations
- Plan to continue to build their coaching skills after the workshop through coaching partnerships

The Experience

Participants immerse themselves in a two-day experiential program that provides practical coaching techniques and the opportunity to practice their new skills with peers. Managers spend significant time leveraging their coaching skills in their own real-life situations. Feedback from skilled coach facilitators and peers accelerates learning for sustained effectiveness and impact.

Choose the two-day intensive or staggered program to meet the scheduling preferences of your organization.

The C.O.A.C.H.™ Model

C	Create trust and rapport
O	Observe and assess
A	Ask powerful questions and listen
C	Challenge and give feedback
H	Hold accountable

About Alliance Leadership

Alliance Leadership, founded in 2001, is a leadership development firm that is committed to developing leaders at all levels of an organization. Our talented and experienced coaches and facilitators deliver executive coaching and experiential learning programs with sustainable impact – for the individual and the organization.

Leading Others

Purpose

Leading Others is our foundational program for new managers, providing them with the insight, skills and self-awareness to effectively manage others. Managers learn the core behaviors and practices required to lead, motivate and develop their teams to higher levels of performance.

The ability to engage in effective conversations is critical to becoming a great manager and Leading Others prepares managers for the most common conversations – feedback, performance, career development and recognition conversations.

Prerequisites:

None

Recommended:

Coaching for Performance

Outcomes

By the completion of the course, participants will be able to:

- Discover what it takes to be a great manager and how to leverage their strengths to get there
- Learn how to create and communicate clear goals and expectations
- Discover the importance of asking powerful questions when managing others
- Learn how to engage in feedback, performance, career and recognition conversations with confidence
- Develop skills to manage conflict successfully
- Learn how to manage their teams well with effective meetings and communication

The Experience

Participants immerse themselves in a two-day program that provides the foundation for effectively managing others. Prior to the session, participants take two online assessments to develop their self-awareness as managers. During the session, managers practice new skills and approaches in exercises with peers, leveraging real-life situations. Managers leave the session with practical and relevant tools needed to confidently lead their teams.

Choose the two-day intensive or staggered program to meet the scheduling preferences of your organization.

The Conversation Roadmap™

Clarify the situation or purpose

Explore the situation

Share observations and impact

Generate options

Specify next steps

About Alliance Leadership

Alliance Leadership, founded in 2001, is a leadership development firm that is committed to developing leaders at all levels of an organization. Our talented and experienced coaches and facilitators deliver executive coaching and experiential learning programs with sustainable impact – for the individual and the organization.

Driving Your Career

Purpose

Driving Your Career provides participants with a sense of ownership and accountability for managing their careers within their organizations. Participants learn how to assess where they are in their careers so they can proactively evaluate and choose next steps that are aligned with their strengths, values and interests.

Career conversations are an important part of managing one's career and Driving Your Career helps participants learn how to prepare for and engage in productive career conversations with their managers.

Prerequisites:

None

Recommended:

Coaching for Performance (Managers)

Outcomes

By the completion of the course, participants will be able to:

- Leverage a career framework to determine next steps in their careers
- Increase their self-awareness through a greater understanding of their strengths, values and interests
- Define and learn to articulate their unique value to the organization by developing and communicating their unique value proposition
- Learn how to have meaningful career conversations with their managers
- Grow their internal network through interaction with peers from other parts of the organization

The Experience

Participants engage in a one-day program with a strong focus on self-awareness. Prior to the session, each participant takes an online strength assessment which is leveraged during the day of the session.

Experiential exercises enable participants to define their strengths, values and interests that combine to create each participant's unique value proposition. Participants learn how to plan and initiate career conversations with their managers by practicing and getting feedback during the class.

The opportunity to focus on career development, leaves participants feeling empowered, focused and motivated about their careers within their companies.

The Career Roadmap™



About Alliance Leadership

Alliance Leadership, founded in 2001, is a leadership development firm that is committed to developing leaders at all levels of an organization. Our talented and experienced coaches and facilitators deliver executive coaching and experiential learning programs with sustainable impact – for the individual and the organization.