

SITUATIONAL COACHING™



A Proven Process For Creating Capacity In Others

Receiving input of important, self-selected behaviors – as perceived by important, self-selected raters!



"Creating capacity in others is not about skills, intelligence or personality – it is about positive behavior change by the coachee."

Tan Joo Seet, Area Partner
Center for Leadership Studies (Asia)

CELEBRATING
1985 **25** 2010
YEARS IN ASIA

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OVERVIEW

This one-day program is designed for small to mid-sized groups. It is divided into four powerful modules, the last devoted entirely to your own personal coaching planner.

There are a variety of ways to implement the process, depending on your unique needs.

PROGRAM DESCRIPTION

Manager...Leader...Coach...most of you fill a variety of roles, such as these, every day. Achieving organizational objectives, influencing the behavior of others, creating capacity in others...all these roles and responsibilities are important – all of them are challenging!

Through *Situational Coaching™* we offer you a proven, professional process for creating capacity in others.

Based on some of the powerful concepts of top executive coach Dr Marshall Goldsmith, *Situational Coaching™* gives you a method to help already successful people get even better.

The design of this program is to teach you how to coach others. In order to fully understand the process we are going to have you experience it firsthand – *you are going to coach and be coached by someone during the workshop*. You will identify a competency, or area that you would like to improve and take on the role of the coachee.

KEY CONCEPTS



Managing – Goal Achievement
Leading – Process of Influence
Coaching – Performance Development

Performance Coaching ("DO")

Life Coaching ("BE")

ONE-DAY OUTLINE

- **The Coaching Relationship**
 - Investment And Implications
 - What Is Coaching? What Is Capacity?
 - Uses Of Coaching
 - What Behavioral Coaching Is Not
 - How Do You Coach Successful People Versus "The Problem Child"?
 - Manager...Leader...Coach
- **The Participants/The Process**
 - Chemistry 101/Aligning Expectations
 - Traits Of An Effective Coach/Toxic Coach
 - Coachee "Healthy" Traits/Toxic Coachee
 - Classic Miscues
- **The Competency Coaching Cycle**
 - Before You Begin/Getting Started
 - Where It Happens – The Situational Connection
 - How It Happens – Coaching Interaction Skills
- **The Human Interface**
 - Structured Skills Development: Establish/Identify/Select
 - Feedforward: Ask, Listen, Think, Thank
 - Structured Skill Development: Develop/Review/Disengage
- **Applications And Connections**
 - Your Coaching Planner

SPECIAL NOTE

While connected to the Situational Leadership® Model, *Situational Coaching™* can stand on its own merit. Although formal training or awareness of the Situational Leadership® Model is recommended, it is not a prerequisite to *Situational Coaching™*.

PARTICIPANT MATERIALS



- Each participant will receive
- Participant Workbook
 - Situational Coaching™ Color Model 8.5" x 11" Card
 - Certificate of Accomplishment