

## COACHING SKILLS FOR LEADERS: KEYS TO DRIVING CHANGE IN SELF AND OTHERS UNDER PRESSURE

### Overview

Do you know how to coach yourself and others to achieve your desired results with the people who matter — your boss, colleagues, subordinates, customers, and clients?

Over the course of two days you will work with internationally acclaimed executive coach, Marshall Goldsmith, author of *What Got You Here Won't Get You There*, for a unique opportunity to discover and discuss amongst peers the leadership techniques that can drive real behavioral change in yourself and others to achieve lasting tangible results.

Through presentation, discussions, exercises, and peer interaction you will capitalize on your leadership strengths and learn new strategies and tactics about how you can coach others and yourself to achieve remarkable sustainable results.

### Benefits & outcomes

- Learn proven strategies for moving through the obstacles of coaching including resistance to change
- Develop strategies that create a positive impact on business results
- Listen without judgment to increase mutual respect and develop trusted influence that is critical to successful coaching
- Learn to coach in order to develop others
- Coach and motivate leadership teams to challenge management and implement strategy and strategic change
- Learn and practice a proven method for coaching others
- Learn to apply coaching as an effective strategy to manage up

### Pre-Work

- Recommended readings

Participants are encouraged to bring the following tools:

- Techniques to engage a challenging leader to buy into coaching
- Techniques to align leadership teams

### Program Curriculum

#### Day One

- Welcome and Introductions
- Linkage Leadership Coaching Survey Results
- The classic behavioral issues that successful leaders face (discussion and exercises)
- Coaching requires change — hear what brain science tells us about how to assist others to override the natural resistance response to change (discussion and exercises)
- Q&A and round-table discussions
- Facilitating change — steps in the process of individual change (discussion and exercises)

#### Day Two

- Welcome
- Managing up and the challenges of working with powerful people (discussion and exercises)
- Keeping your heart healthy and your head in the game – dealing with stressful coaching clients and challenges (discussion and exercises)
- Leadership teams: how to motivate and align leadership teams through challenge and change (discussion and exercises)
- Q&A and round-table discussions

Linkage Training Programs are approved by the following organizations

