

Coaching for Performance: Leadership Development (*Small group experience*)

Who would benefit?

Individuals :

- Managers and directors who have interdependent organizational roles
- Individual directors and managers who have demonstrated difficulty in managing interpersonal conflict
- Directors and managers who would benefit from an intense leadership development experience

Teams : (*Public and Private Sectors*)

- Newly formed teams
- Newly appointed team leaders
- Recently affiliated (*e.g., merger and acquisition*) managing committees and teams
- Individual leaders or teams who have recently been impacted by internal change initiatives
- Team Leaders who have derailed

What learning outcomes can be expected?

- Increased accountability for changed behavior that is sustained over time
- Increased style flexibility with other team members
- Increased leadership effectiveness
- Experience in using additional problem-solving tools
- Enhanced ability to manage conflict among team members
- Increased ability to understand the unintended consequences of our non-verbal behavior

What coaching tools and activities are utilized?

Coaching Tools

- Team Preference Inventory
- Conflict management inventory
- Role support agreements
- Action plan model(s)
- Problem-solving model(s)
- Direct observation (*shadowing*)
- Selected readings
- Project Management methodology
- Technology Tools
- Team Retreats
- Facilitated working sessions

Representative Learning Experiences

- Development of a customized team action plan(s)
- Increased understanding of the impact of group dynamics on individual and team performance
- Enhanced presentation techniques
- Self management: getting smarter about how to move from activities to outcomes
- Increased project management skills
- How to maximize the strengths of diverse work styles
- Increased ability to influence (*versus control*) others
- Great ability to coach and mentor others
- Managing interpersonal conflict between peer-level leaders and between teams
- How to manage difficult people