



# Coaching Skills for Leaders Syllabus

## **Time Commitment:**

Weekly for Phase One & Two: 2-3 hours/week

Monthly Time Commitment for Phase Three: 1.5-2 hours/month

### **Phase 1: (6 Weeks)**

#### **Awareness and unlearning of barriers to effective coaching skills**

#### **Session Kickstart**

##### **Key Learnings:**

- What to expect in terms of rhythm and processes
- Clarify role of each of the components
- Barriers and benefits of behaviour vs knowledge learning processes
- Establish cohort commitments

#### **Session 1: What got us here won't get us there**

##### **Key Learnings:**

- How/Where coaching skills fit in Leadership/Management
- Increasing self-awareness of how existing beliefs and style shape how you lead
- Behaviours of Good, Bad and Mediocre leaders
- Letting go

#### **Session 2: It's not just a Strategy, it's a Way of Being**

##### **Key learnings:**

- Shift in "being" has to precede a shift in "doing" for coaching to work
- 3 critical components of Trust, Belief in the person and Authenticity
- Comfort learning, Panic and a balance of Safety and Challenge
- Beginning to understand what coaching is and isn't

**Phase 2: (6 Weeks)**

**Building an understanding of the fundamentals and learning the tools for effectiveness in coaching skills**

**Session 3: Coaching Fundamentals**

**Key Learnings:**

- Different contexts (faces) of coaching- what is different in how coaching skills are used, limitations and value of each
- Coaching Fundamentals- 6 Underlying principles- the way of being
- Coaching Fundamentals- 1<sup>st</sup> 5 Coaching Tools

**Session 4: Trust**

**Key Learnings:**

- The importance of cultivating organizational trust, and who goes first
- Tools for mining for respect and developing relationships of trust
- Bottom lining for deeper communication and understanding

**Session 5: Coaching Ingredients and Contexts**

**Key Learnings:**

- Discover the ingredients of coaching
- Identify where coaching opportunities live in your leadership context
- Understanding and Surfacing Psychological Contract
- Unlocking the "gifts" hidden in Resistance

**Phase 3: (1 Week + 6 Months)**

**Establishing the structure for skill development, PRACTICE, and implementation**

**Session 6: Self-Leadership and Peer Coaching**

**Key Learnings:**

- Self-Leadership and anchoring learning
- Establishing the foundations for your transition to Peer Coaching Triads as a structure that supports the shift into full practice mode

**Triad Peer Coaching ( 6 sessions over 6 months)**

**Key Learnings:**

- Practice, develop and implement the coaching skills you are learning