

Leadership Coaching

Creating self-awareness and behavior change to become the best you can be

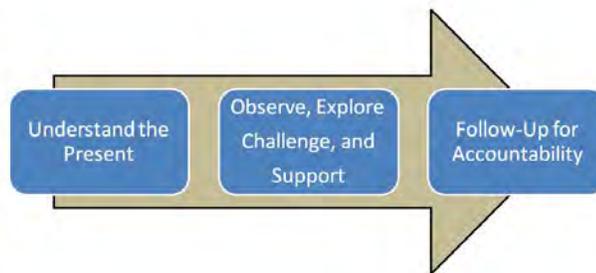
EFFECTIVE LEADERSHIP COACHING maximizes a leader’s potential through dialogue, self-discovery, commitment to action, and accountability. Leaders who thrive learn to be open to expanding perspectives, reflect on blind spots, and develop capabilities for their and their organization’s benefit. We all need coaching at some point in our lives. Those who recognize its value will be organization leaders in the future.

At Carlson Group, we know that an experienced coach brings tremendous value to individuals who desire to become better leaders. Proven leadership coaching helps these individuals:

- Accelerate their development and the development of high-performing talent and teams.
- Maximize individual/group strengths and minimize behaviors that may impede success.
- Prepare for transitions to broader roles of responsibility.
- Provide continuous learning to achieve their full potential.
- Improve retention and satisfaction of valued talent.

Whether we’re conducting individual coaching or facilitating a group-coaching initiative, we use our Coaching for Success model to help organizations customize the program so that it addresses topics that are relevant for the respective individual or group.

Coaching for Success



One-on-One Leadership Coaching

Developing your leadership capability

For Current Leaders

Customized to the leader’s respective goals or needs, each coaching engagement incorporates the following process:

- Where requested, completing an assessment (in-person or online) of your leader’s strengths and development opportunities. Results provide the foundation for our coaching focus and discussion.
- Involving the individual’s leader at selected intervals (typically at the beginning and end of the engagement).
 - Delivering a series of one-hour coaching sessions geared toward the individual’s areas of focus. The number of sessions and time frame vary with engagements but typically include monthly sessions over a 3- to 6-month period.
- A wrap-up session to review overall outcomes and commitment(s) to action going forward.

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For New Leaders

Using concepts from *You're in Charge—Now What?* as the framework, we leverage our coaching experience to work with your new leader and develop a customized plan focused on success in his or her first 100 days in the role.

Coaching the Coach

Helping others hold great coaching conversations

Available as individual sessions or in a series, these interactive programs will use the Coaching for Success model as a framework to increase participants' awareness of and confidence in their coaching capabilities.

Session One (Building Core Coaching Skills)

- Understand the concepts of effective coaching in their roles as managers/leaders.
- Learn effective listening, questioning, and acknowledgement skills to support coaching situations.
- Recognize and take advantage of in-the-moment coaching opportunities.
- Practice the application of these concepts to build confidence in holding great coaching conversations.

Session Two (Preparing For and Coaching Through Difficult Conversations)

- Understand the dynamics involved in coaching through difficult conversations (e.g., managing emotions).
- Leverage the Coaching for Success model and incorporate appropriate listening, questions, and acknowledgement.
- Learn techniques to effectively manage whatever direction the conversation "veers."
- Practice the application of these concepts to build confidence in coaching through a difficult situation.

Note: To fully leverage the skill-building opportunity, participation in session one prior to session two is recommended.

Session Three (Advancing Coaching Skills)

- A series of one-hour meetings in which participants practice real-life coaching situations and receive facilitator and peer feedback to enhance their skills.
- Each meeting includes two 20-minute coaching practice sessions, followed by 10 minutes of feedback.
- Participants have the opportunity to be coached, be a coach, and provide feedback to support development of their peers.

Note: To take advantage of the opportunity to receive rich feedback, the Advancing Coaching Skills session should include no more than 8-10 participants.

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