



Department on Demand

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Coaching as a Mindset

Coaching can be a challenge for those more accustomed to “telling”. Increasingly, senior leaders and middle managers are expected to coach their team members toward higher levels of performance, increased job satisfaction, personal growth, and career development. It is no longer a specialty restricted to external experts. This toolkit will equip you to effectively implement coaching in your organization, and build your skills and confidence as a coach. You will have access to 13 coaching sessions, complete with objectives, discussion items and follow up activities to help you be a more successful coach.

Contents:

- **Step-by-step coaching process** you can use today – 13 pre-packaged sessions
- Agendas and topics to help you **conduct coaching sessions**
 - **Awareness**
 - **Leadership Style**
 - **Learning Leadership**
 - **Practicing Transformational Leadership**
 - **Celebrating Success**
 - **Reinforcement**
- Templates to augment your coaching sessions
 - **Initial Interview**
 - **Building Trust**
 - **Individual mission, vision and values exercise**
 - **Management and Leadership differentiation**
- FAQs: Internal Coaching, Selecting a Coach
- Lessons Learned / Tips

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