

LEADER AS COACH

How do you empower others to reach their full potential? Traditional, directive approaches inhibit development, whereas a coaching approach can result in: greater team knowledge and expertise, more motivated staff, more confident and resourceful individuals, and increased staff retention.

Designed to address everyday workplace situations, the aim of this blended program is to develop your coaching strategies, skills and confidence over a period of time. As you learn both foundational and advanced coaching concepts and frameworks, you will intentionally focus on practicing tools within your work environment. Practically applying your new knowledge will build positive habits and increase your effectiveness in leading yourself and your team.

WHO WILL BENEFIT?

You will benefit from this learning journey if you are a leader (at any level):

- Looking for successful methods to guide and inspire teams and individuals;
- Aiming to improve knowledge transfer or to encourage and empower others' development;
- Interested in greater self-awareness of personal style and approaches to working with others;
- Wanting to acquire both the knowledge and skills that enable you to help others to develop to their fullest potential while helping your organization achieve key objectives.

LEARNING NEED

Today's leaders require the ability to:

- Effectively lead and empower others;
- Achieve outcomes by working with and through others;
- Guide the development of others to build on strengths and address developmental areas;
- Develop competencies and confidence in people;
- Build the next generation of leaders.

LEARNING GOALS

Upon completing this blended learning program, you will be able to:

- Apply the fundamental concepts and skills of a coaching style of leadership;
- Engage in effective coaching conversations;
- Adapt your coaching style to fit various situations;
- Identify gaps in your coaching skills through analysis of live coaching sessions;
- Develop a coaching plan, highlighting your strengths and opportunities for growth;
- Draw on practical experiences to add enhanced approaches to your coaching skills;
- Develop strategies in coaching both difficult and high performers;
- Integrate new coaching tools and frameworks into the fabric of your organization.

Dates: Jan 2021 - Mar 2021

Program Delivery: Blended

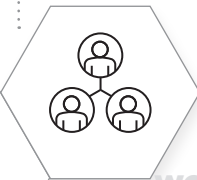
Commitment: 21 hours; 14 hours in-class; 7 hours online / self-study

Investment: \$1,995

LEARNING JOURNEY

PROGRAM LAUNCH LIVE WEBINAR

Overview of learning journey and introduction to online learning environment.



COACHING FOUNDATIONS

Active listening, empathetic listening, impactful questions, communication skill practice sessions; assessment debrief, establishing a coaching plan.

PRACTICE

Apply tools and concepts in the workplace; share insights via learning teams.

POST-SESSION WEBINAR

Become a mentor for your organization to champion a coaching culture.

PRE-SESSION ASSESSMENT

Determine your interpersonal needs and how you work best with others.

ADVANCED COACHING SKILLS

Explore advanced coaching techniques and engage in experiential learning activities to integrate skills through peer coaching and coaching clinics.

PRACTICE

Continue to apply tools and concepts in the workplace; share insights via learning teams.



PROGRAM SCHEDULE: January 2021 - March 2021*

Date	Learning Activities	Format	Commitment
January 20, 2021	Program launch webinar	Online [†]	45-60 minutes
Week of January 20	Pre-session assessment: FIRO-B	Online [†]	1 hour
	Pre-session materials for workshop one and reflective questions	Online, self directed [†]	1 hour
February 17, 2021	Workshop One: Coaching foundations	Classroom	7 hours
February 18 - March 9	Apply tools and concepts in the workplace; complete integration exercises within learning teams	Self-directed [†]	2 hours
	Pre-session materials for workshop two and reflective questions	Online, self-directed [†]	1 hour
March 10, 2021	Workshop Two: Advanced coaching skills	Classroom	7 hours
April 14, 2021	Follow up webinar	Online [†]	45-60 minutes
Ongoing	Continue to integrate and apply tools and techniques	Self-directed [†]	

* Program schedule and content is subject to change. Please visit haskayneexced.ca the most up-to-date program information.
[†] Online or self-directed

PROGRAM INVESTMENT

Program investment is \$1,995 per participant and includes the following:

- Virtual program launch webinar
- Interpersonal skills assessment
- 2 days of face-to-face (classroom) sessions
- All program materials including copyright and learning activities
- Certificate of completion from the Haskayne School of Business

GRANT FUNDING

By registering for this program, your organization could be eligible to receive the Canada Alberta Job Grant, which will cover up to 2/3 of the program costs. The funding model for this program is an initial investment of \$1,995. The grant will reimburse approximately \$1,320 of that investment, making the final investment approximately \$675.

An Executive Education team member will be able to assist with the grant application process.

For more information visit:
exced@haskayne.ucalgary.ca

FACULTY

Fred Jacques, PhD, *Adjunct Professor, Haskayne School of Business*

Fred is a leadership educator and consultant with over 30 years' experience in both the public and the private sectors. He has designed and delivered leadership development programs that incorporate best practices in seminar-style instruction, experiential exercises, 360-degree feedback and individualized coaching. He has a Ph.D. in Organizational Behavior from the Haskayne School of Business and an M.A. in Applied Behavioural Sciences from the Leadership Institute of Seattle at City University. He is a Certified Professional in Human Resources and is accredited in the use of the Myers Briggs Type Indicator (MBTI), the EQi-2.0 and other assessment tools.

REGISTER NOW

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