

CONGRUENT™ COACHING

INCREASING PRODUCTIVITY BY FOSTERING ENGAGEMENT

“ I think that every manager should take this program every 2 years; it will have more of an impact if it is revisited regularly. ”
 Two words... Amazing program.

Regional Sales Manager at Lundbeck

<p>OVERVIEW</p>	<p>For years organizations have invested in technical training and development with rather significant success. As we have continued to move into increased competition, high stress, continuously escalating demands, more demanding clients and stringent regulations, it is more and more evident that effective coaching is not just a nice thing to do for people but truly, an integral part of healthy and productive business practices. People are more and more recognized as the number one asset of any corporation. This program has been developed to ensure that people become and remain fully engaged in their teams and their organizations.</p>
<p>KEY BENEFITS</p>	<ul style="list-style-type: none"> • Understand productivity and how to influence it • Build trust and healthy Emotional Intelligence • Adapt your approach to various Styles and Motivations • Build listening skills that matter • Utilize the Coaching Communication Model in congruence with the Intervention Tool and Feedback sequence to foster sustained growth • Develop and write efficient feedback letters/memos • Elaborate a COMP™ development plan • Increase efficiency from continued coaching
<p>WHO SHOULD PARTICIPATE</p>	<p>The program is designed for people whose responsibilities are to lead people, influence change and take teams/corporations to the next levels. Coaches, Executives, Field Sales Trainers, Managers, Trainers and Cross functional team members will benefit.</p>
<p>PROGRAM DETAILS</p>	<p>The learning environment is highly interactive. Participants will contribute to each other's development by engaging in coaching simulations that are developed by each participant in accordance to their challenging coaching situations. The program involves preparation work with two 60-minute remote sessions prior to the on-site seminar. Participants will also benefit from a series of 4-6 follow-up sessions of 1 hour conducted remotely and structured in a manner that each participant will share their application of methods and concepts in their daily coaching/leadership activities. Participants can also opt to receive one-on-one coaching.</p>
<p>DURATION</p>	<p>Seminar can be 3-4 days.</p>



TOPICS AND CONCEPTS

Preparation

- Review of key methodologies and ensure optimal practice time at seminar
- Identification of coaching cases
- Diagnose coaching Style preferences

Seminar day-1

Foundations

- Determine what impacts productivity
- Consolidate Attributes, EI and Role perception
- Foster trust
- Listening with intent
- Styles and Motivation for Customer Value

Seminar day-2

Methodologies

- Identify and apply Accountabilities
- Consolidate and use the Intervention Tool
- Leveraging strengths through Feedback
- Understand and implement the Coaching Model

Follow-up program

- Pre-defined structure of discussion topics
- Application of methodologies in current coaching
- Address reasons for success or challenges
- Share and discuss coaching/leadership best practices
- Re-orient efforts
- Change habits

One-on-one coaching

- Continue competency development
- Share situations in a safe environment
- Orient efforts on solutions

Seminar day-3

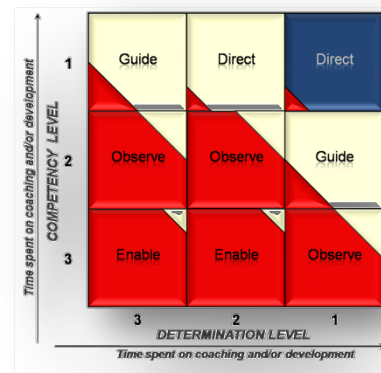
Advanced application – Skill Development

- Productive coaching questions that engage into behavioral changes
- Case study discussions and planning

Seminar day-4

Consolidation

- Writing coaching feedback letters
- Develop and COMP™ development plan
- Present and critique plans
- Coaching commitments
- Set-up follow-up program



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Making a difference today, developing for tomorrow

