

Internal Co-Active Coach



Internal Co-Active Coach Series

Workshop One:
Introduction to
Internal Coaching
(can be taken as a stand-alone)

January 22-24, 2008
or
March 4-6, 2008

Tuition:
\$1,495.00

Workshops Two-Four:
Intermediate Series

April 22-24, 2008
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May 2008 (TBD)
•
June 2008 (TBD)

Tuition:
\$5,625.00

Where:
San Francisco, CA
(all courses)

When:
9:00AM to 5:00PM
Daily

For more information
and to register,
please call us at:
1.800.691.6008

Coaching has rapidly become recognized as a powerful strategy for effectively increasing human development and retention within organizations. Internal coaches are most effective when their expertise includes the skills and tools needed to achieve the desired impact.

The Coaches Training Institute's Internal Co-Active Coach Program, designed specifically for coaches within an organization, builds a solid foundation of Co-Active Coaching skills for professionals to apply in their role as an internal coach.

Who Should Attend

The Internal Co-Active Coach program is tailored specifically for human resource, organizational development, and learning professionals within organizations whose role is to provide formal or informal coaching.

Outcomes

Participants will learn to:

- Apply a wide range of skills for coaching leaders or colleagues to:
 - ✓ Clarify high-leverage strategic goals and aspirations
 - ✓ Explore options from a range of perspectives and make effective choices
 - ✓ Lead with greater presence and self awareness
 - ✓ Act with greater boldness and alignment in pursuit of important goals
- Bring forward their most authentic coaching style using the Co-Active Coaching Model
- Plan and implement a coaching engagement from start to completion
- Use assessment data to support the coaching process
- Plan strategies to measure the impact of a coaching engagement
- Make sound ethical and legal judgments throughout the coaching process

"The Co-Active approach had a powerful, immediate and lasting impact on me and my entire team. In many instances, the impact was life-changing. It set the foundation of working relationships that maximize individual engagement, team commitment and results."

— Lisa Stevens,
Regional President,
Wells Fargo Bank

Special Features

- Four classroom-based experiential workshops
- Three learning labs conducted as teleclasses
- Two post-program coaching Supervisions
- Interactive coaching demonstrations
- Extensive practice sessions using context and skills of the Co-Active Model
- Class time to create a plan to take skills into the workplace
- Participants receive internal coaching toolkit containing assessments, templates, and diagnostic tools that can be immediately used with clients

Agenda

The Internal Co-Active Coach program consists of four workshops. The Introduction to Internal Coaching Workshop can be taken as a stand-alone program or as part of the four-course series.

To keep the material fresh in between each workshop, a one-hour group Learning Lab will be conducted via the telephone. At the end of the fourth workshop all students will participate in two post-program telephone Supervisions which will be scheduled with a CTI Supervisor.



Introduction to Internal Coaching

WORKSHOP ONE

Workshop One introduces participants to the fundamental skills of coaching, and the power of the Co-Active Coaching Model. Through observing demonstrations and engaging in a range of experiential exercises, participants will:

- > Learn to establish a strong relationship with an internal coaching client and key stakeholders
- > Discover new ways of listening to others
- > Use powerful questions to boost awareness and insight
- > Work with clients in ways that strengthen action and accountability
- > Examine the specific challenges and issues internal coaches may face in organizations

LEARNING LAB

- Gain familiarity with commonly used assessment tools
- Plan an assessment strategy for clients
- Apply the Co-Active Coaching Model to the assessment process

INTERNAL COACH TOOLKIT

- Receive the internal coaching toolkit which contains assessment templates and diagnostic tools that can be immediately use with clients

Intermediate Series

WORKSHOP TWO

Workshop Two will hone participants skills in working with clients to clarify the values that are most essential, establish a clear sense of future vision for themselves and their organization, and create greater alignment to a fundamental and compelling sense of purpose. Following this workshop, participants will be able to work with clients in ways that enhance their sense of fulfillment for themselves, their teams, and their organizations.

LEARNING LAB

- Enhance awareness of ethical and legal issues associated with internal coaching
- Use a decision-making process to think through legal or ethical issues
- Ensure that the coaching environment is conducive to effective learning

WORKSHOP THREE

In Workshop Three participants learn to coach in ways that will radically expand creative thinking and enable clients to view challenges and opportunities from a wide range of perspectives. By coaching others to think "out of the box," new possibilities can be discovered, and leaders can make choices that are more powerful, more insightful, and more aligned with goals and priorities.

LEARNING LAB

- Plan a strategy for measuring the impact of coaching
- Increase understanding of all measurement approaches

WORKSHOP FOUR

Workshop Four integrates the coaching skills learned in the curriculum and takes them to a new level. In this workshop participants will discover a greater capacity to stay present as a coach and connected with clients wherever they may take you in the coaching conversation. Workshop Four will expand the participants coaching skills to support clients in their own emotional self-awareness and ability to be fully present with all of the peaks and valleys of organizational life. Emphasis in this course is in using all of the skills learned thus far to truly bring out the best in clients.

SUPERVISION

Personal feedback, from a masterful coach, on your coaching.

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