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Co-active Coach Training for HR Professionals

Hosted by Adobe Systems International, San Jose, CA
January 20 – 22, 2010

CTI is offering a limited number of corporate partners to participate, **by invitation only**, in a **Co-active Coach Training for HR Professionals** workshop to be hosted in Silicon Valley.

Improve HR Function Effectiveness: Research has shown that HR partners (business partners/generalists, L&D professionals, etc.) have the greatest impact on business outcomes when they act as strategic, rather than administrative, partners to their internal clients and business partners.

Become a Strategic Partner to Business Leaders: For HR professionals to serve as strategic partners, they must possess a leadership profile which gives them a credible voice with business leaders.

Strengthen Your Leadership Profile: True leadership requires developing the “person”, and not just “skills.” Co-active Coach Training, with its focus on building relationship skills through deep experiential learning, provides an excellent forum for HR professionals to raise their leadership profile and develop effective strategic partnerships.

Course Details

The workshop will be held over the course of 2 and 1/2 days and invited organizations are asked to send a minimum of two (2) individuals to participate. **The cost to attend is \$1095 per participant and includes:**

- A 2 1/2 day Co-active Coach Training for HR Professionals workshop (ICF Accredited)
- A one hour Learning Lab (conducted as a webinar) with a CTI Master Coach
- Access to the Online Co-active Coaching Toolkit for HR Professionals
- Membership in a global network of professionals coaching inside organizations

Who Should Attend

The Internal Co-active Coach curriculum provides participants with training in foundational Co-active Coaching skills and is designed specifically for human resources generalists or business partners, learning and development professionals, and other human resource professionals.

Expected Outcomes

Participants will learn to do the following when working with business leaders:

- 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

The workshop presents a unique opportunity for participants to share best practices and plans for bringing coaching into their respective organizations and to receive real time feedback from the group. Participants will build a network to provide ongoing support as they work to establish coaching as standard practice at their organizations.



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Workshop Agenda



1

DAY ONE

- Introduction to the Co-active Coaching model and the Coaching Skills Roadmap
- Application of Co-active coaching skills to common organizational and HR challenges (i.e., fostering employee engagement, conducting difficult conversations, guiding talent management strategy)
- Introduction to key coaching skills (i.e. levels of listening, powerful questions) with coaching demonstrations and practice

2

DAY TWO

- Coaching in systems of relationships
- Exploring the values and aspirations of the business leader/line manager
- Extensive coaching practice and demonstrations

3

DAY THREE

- Integrating coaching skills into your authentic leadership style
- Using coaching skills to develop a more strategic relationship with business leaders and line managers
- Planning the path forward; assessing organizational readiness for a coaching approach

LEARNING LAB » Shortly after the completion of the workshop, participants will attend a one hour Learning Lab (hosted as a Webinar) with a CTI Master Coach to discuss the opportunities and challenges of implementing a new skill set at their respective organizations.

Online Co-active Coaching Toolkit for HR Professionals

The Toolkit is a set of tailored tools and templates that enables course participants to use the Co-active model and coaching skills to bring forward talent and top performance. The toolkit is designed to support the application of Co-active coaching in actual situations encountered in the workplace.