



Train the Coach Internal

Providing tools to managers and human resource professionals to help them mentor and coach their employees to improve performance and accountability.

**PRE-APPROVED FOR
18 SHRM CREDITS**



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

**See yourself as a leader
who has impact on others'
visions**

**See yourself as a coach
who expands people's
capacity to perform at
higher levels**

**See yourself as a mentor
who furthers people's
professional development**



Many organizations use a “leaders developing leaders” approach in their leadership development. Just having senior leaders play this role speaks volumes about their commitment to improvement. But participation (making a presentation) and impact (facilitating a learning experience) are two different things. The goal is to have a highly engaging learning experience that

leads to behavior change – not a boring, death by PowerPoint presentation. How can you optimize the participation of senior leaders and human resource executives so that less experienced leaders develop and grow?

Two factors influence the success of senior leaders as coaches: 1) having a simple framework that they can adapt to create breakthrough learning experiences, and 2) making them comfortable facilitating rather than directing others.

The Employers Edge Train the Coach is a paradigm shift for many organizations. It is a proven, strategic mentoring and coaching process complete with 18 customized leadership modules your coach's use as guides to help participants set goals and take action steps to acknowledge and implement the necessary behavioral changes. In addition, the coachee receives pertinent information from the modules to help them understand and provide a foundation on which to build.

Please call for a free consultation >>>

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8:30am-5:00pm**

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For Organizations Setting Up Their Own MENTORING AND COACHING PROGRAM



Train the Coach Workshop :

The three (3) day workshop will prepare you and/or your managers to improve individual leadership performance. In this workshop you learn:

- How to develop accountability in-house to achieve behavior change.
- How to implement a formal mentoring approach to support learning, retention, diversity, recruiting and succession planning.
- When to engage the coaching, mentoring, training, advising, and directing roles.
- How to create development plans for all employees.
- How to hold direct reports accountable for results through our action planning guide.
- How to ask questions and challenge their thinking to learn, grow, and take action.
- How to develop a results measurement system for coaching performance.
- How you can lead a “change initiative” through the organization.
- How to equip managers to successfully coach to the widely differing learning and communication styles of their direct reports.
- How to align employee goals with your organizations overall strategic plan and values.
- What techniques most successfully create participant ownership.
- How to open up a feedback path to the coachee’s manager.
- How to use our 18 proven coaching and training modules as a management development plan to improve productivity and managerial success.
- How to use multiple assessments to identify the mentoring, training, and coaching needs of your people.
- The place, time, objective, process and value of role playing.
- How to avoid making costly coaching mistakes.

Train the Coach is available to you in two ways:

- As an on-site program for your managers conducted by LJCC group. Through licensing of your in-house coaching, training, and managerial staff to deliver the coaching modules directly to managers, supervisors, and staff. Modules may then be purchased individually as needed, or as an unlimited usage soft copy license fee that is customizable to your organization.
- As a “public” program at our workshop facility. Participants will be certified to purchase and coach managers in their organization around our partner Employers Edge, Inc. modules.

Train the Coach Module Content:

- Self Assessment Based on the Module Subject
- Module Topic Reading
- Tips and Techniques for Immediate Implementation
- Case Study for learning
- Action Plan for Accountability
- Coaching and Training Exercises to Develop New Habits