



Coaching Skills for Leaders Program

An in-house program build off the success of our Coaching Academy

Overview

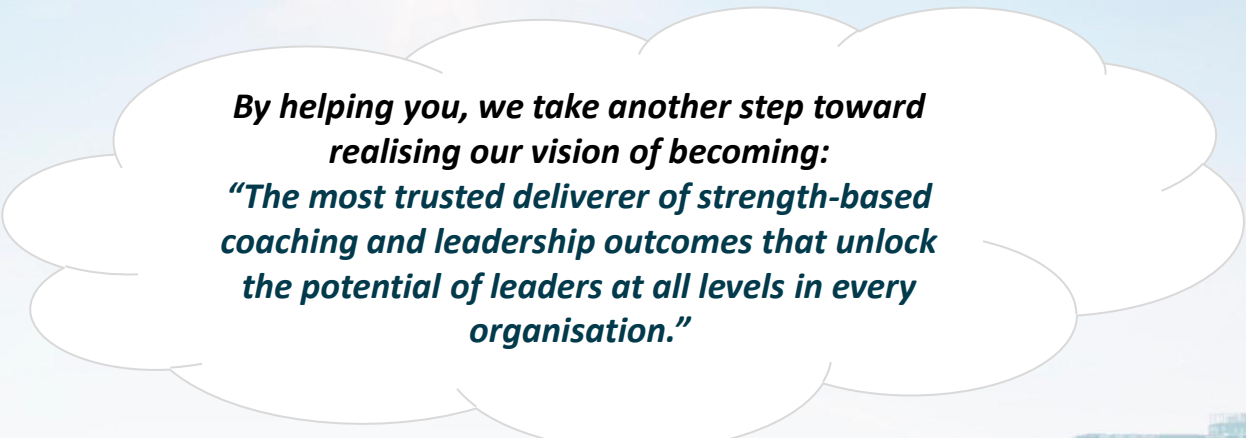
Executive Central are a team of senior executive coaches, facilitators and consultants who partner with you to develop an organisation where people are inspired to thrive and empowered to succeed through coaching-based solutions.

As **trusted advisors**, we help your organisation work towards success by **future-proofing** your business by enabling your most valuable assets - your people - to become their best selves.

We deliver **transformational coaching-based solutions** for all leaders from senior executive level to frontline leaders in the areas of leadership, inclusion, sales and strategy.

All of our **coaching programs** are designed and delivered by coaches with direct executive leadership experience, who can empathise with the challenges faced by your leaders and have the credibility to partner with them to help them reach their full potential.

Our flagship **Coaching Academy** is designed to build your leadership coaching capability to enhance the performance of others: this is a must-have skillset for 21st century success in a rapidly changing global world. This **fully virtual fast-paced program** addresses the capability-building needs of organisational leaders who wish to contribute to the development of a coaching culture within their organisation and enhance their overall leadership effectiveness.



**By helping you, we take another step toward realising our vision of becoming:
“The most trusted deliverer of strength-based coaching and leadership outcomes that unlock the potential of leaders at all levels in every organisation.”**

Coaching Skills for Leaders Program

Executive Central’s Coaching Skills for Leaders Program was created to spread the passion for high quality executive coaching-based leadership. At Executive Central we have 25 years experience with executive coaching and we are passionate about sharing this rewarding profession with others.

This program has been purposefully designed to build leadership capability and to support the establishment or continuation of a coaching culture in organisations.

The current business environment, now more than ever(!), is marked by new opportunities, emerging challenges, disruption and uncertainty. This complexity requires a new leadership framework and leaders who are equipped with the tools and approaches necessary to grow others and support their development.

Organisational Executive Coaching

We see a growing trend for the appointment of executive coaches within organisations or moreover, leaders who demonstrate a coaching-based approach to their leadership. Internal champions of coaching appreciate the need for proven tools and techniques, and a high level of skill, so that they can build confidence and credibility amongst their colleagues. Through our Coaching Skills for Leaders Program we partner with you to ensure a successful internal leadership

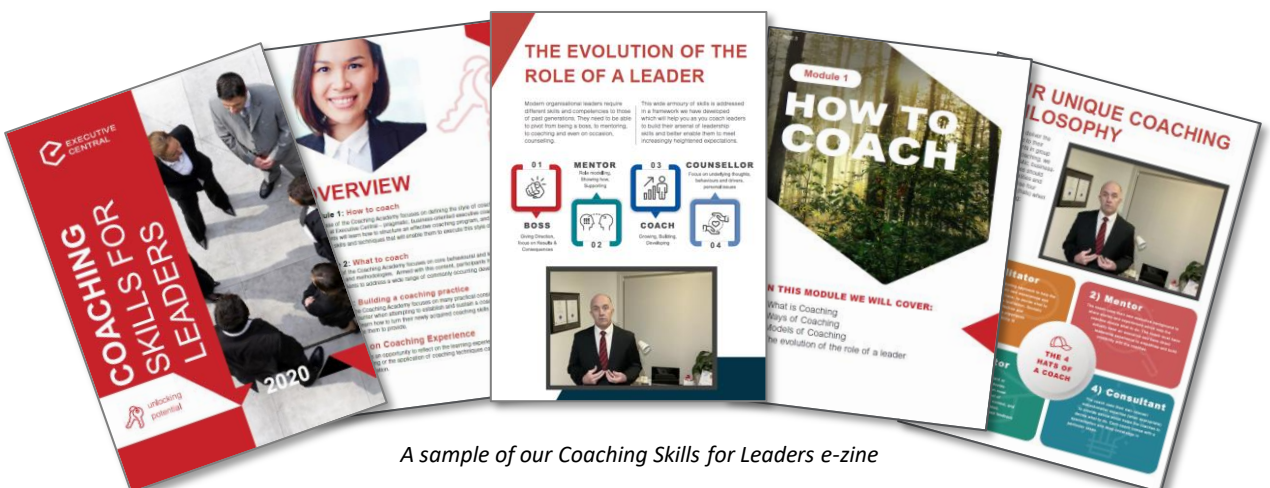
program, using a blend of online ready-made yet tailorable digital workbooks (e-zines), workshops, coaching and mentoring, tested models and processes, and an ongoing collegiate approach to the art of coaching.

The Coaching Skills for Leaders Program provides the tools and the benefit of Executive Central’s prior experience to help build your leaders and their individual effectiveness.

Program Elements

As outlined on the next page, it is proposed that we conduct this program over a 10-12 week period and encompass some or all of the following:

- 6 x 2-hour Workshops (online or F2F - these are run in three week blocks - one week apart);
- 6 x self-directed learning modules through a Digital Workbook (e-zine);
- 3 x 1-hour Master Coach sessions with one of our highly experienced coaches;
- 4 x 1-hour “Live Coachee” sessions where knowledge and skills learned through the program are applied;
- 1 x Clifton Strengths Assessment and debrief with an accredited coach;
- Each participant enrolled in our “Forget Me Not” Online Learning App ([click here for more](#)); and
- Ongoing access to Executive Central Resources: models, methodologies, programs, and materials for up to 12 months post-program.



A sample of our Coaching Skills for Leaders e-zine

The below provides an overview of the suggested course curriculum. This curriculum has been developed over the last 16 years and is specifically designed to take participants on a journey both to unpack their own leadership styles and to also understand how they can be more effective as leaders in their team and across their organisation. We welcome the opportunity to adjust some of the topics or to add additional modules as required to meet your needs.

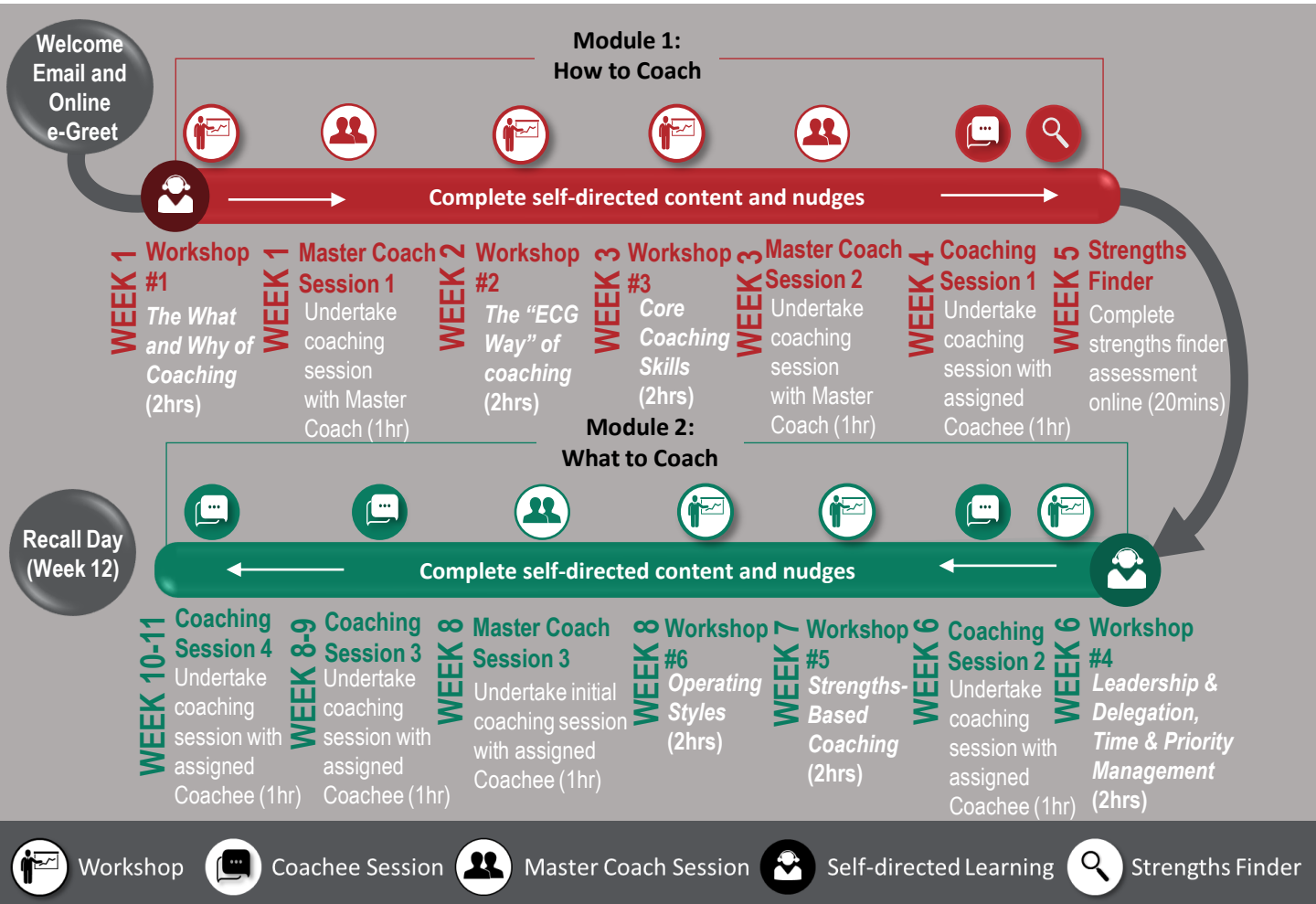
Module 1: How to coach others - *This module focuses on defining the style of leadership and coaching we practice at Executive Central – pragmatic, business-oriented executive coaching.*

	Topic	Description
1	What is Coaching	Defining what coaching means to us and how it supports leaders
2	Ways of Coaching	Understanding how different individual needs differ and how to adjust your leadership approach
3	Models of Coaching	Learning about the 7 different models of coaching that are required to treat different situations
4	Evolution of the Role of Leader	Modern leaders require different skills to those of the past – this topic unpacks why
5	Coaching Philosophy – 4Hats	Business-oriented coaches should have the capabilities and resources to utilise four different modes
6	3 Reflective Spaces	Understanding how backgrounds, assumptions and contributions affect key interactions
7	C.R.E.A.T.E. Model	Our 6-step coaching methodology that can be used to establish and manage a program
8	Micro Coaching Skills	Understanding key skills such as funnelling, influencing change and goal setting

Module 2: What to coach - *focuses on core behavioural and leadership models, frameworks, and methodologies.*

	Topic	Description
1	I-WE-YOU Framework	A framework that helps leaders understand how to achieve outcomes through others
2	Levers of Business Management	There are a number of levers that can be used to drive results– over using these can have implications for organisations
3	Priority Management	Many leaders struggle to manage their time successfully. The techniques offered in this topic may change the way they think and manage tasks
4	Working Smarter as a Leader	Understanding what and how to delegate can be empowering for all people
5	Strength-based Coaching	Understanding how focussing on people’s strengths in the workplace can help leaders improve morale and the outcomes achieved by their staff
6	Operating Styles	Learning how as individuals we operate in optimal and sub-optimal situations
7	Flexing	We all have ways of working that can differ from others and learning how to interact with others through knowing their operating style can be useful

The below diagram provides an overview of the learning journey participants of the coaching academy take over the course of a 10-12 week window. The diagram also outlines the key topics covered over the various sessions and demonstrates how the master coach and one-on-one live coaching sessions are incorporated. The blended learning approach of workshops, coachee sessions, master coach sessions, self-directed learning and Strengthsfinder process makes for a truly engaging and wholistic program.

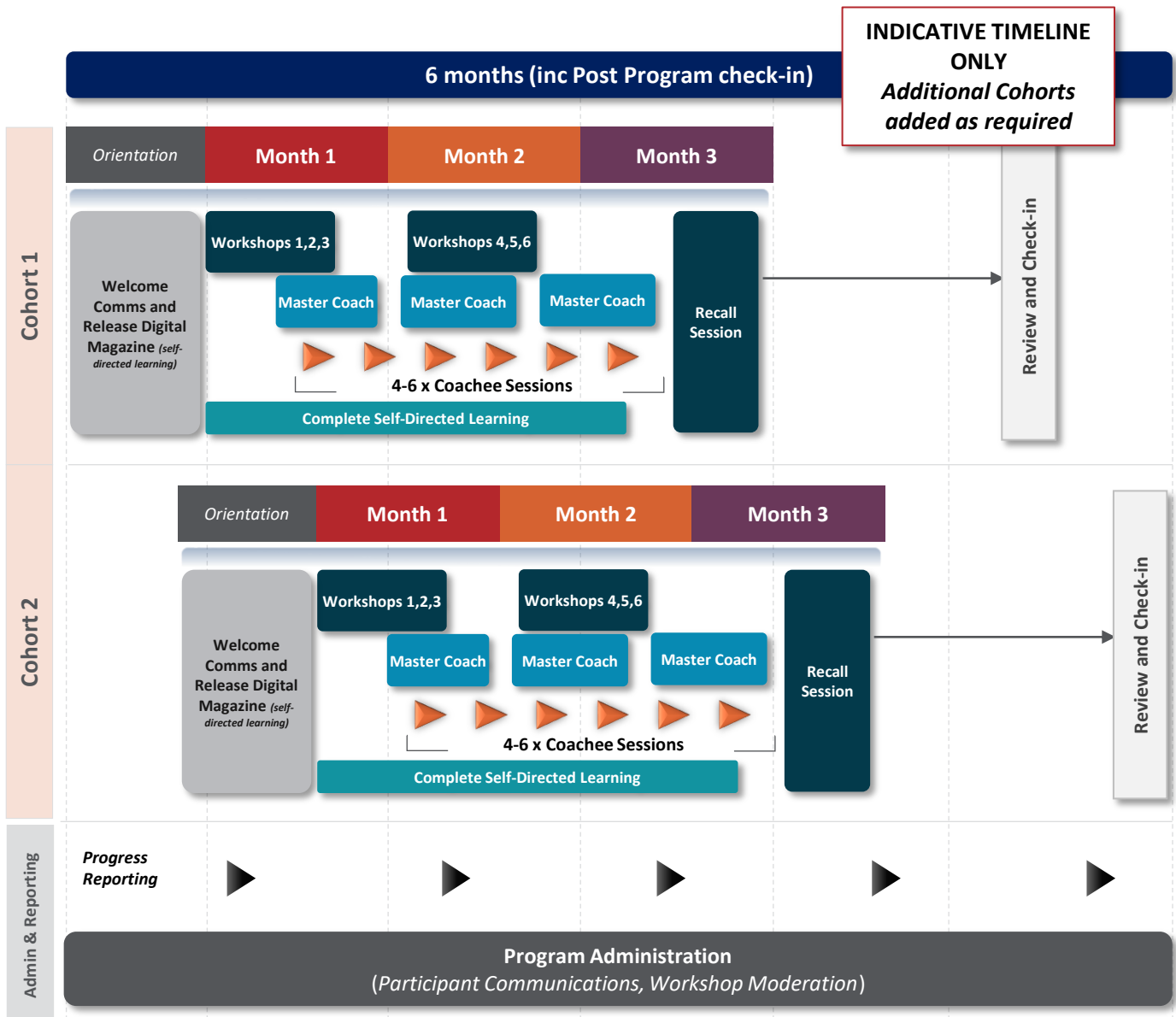


- Workshops** – we conduct 6 workshops in total, all of which are scheduled for 2-2.5 hours covering application of the content learned in the self-directed learning
- Live Coachee Sessions** – we work with you to identify and match each participant to a volunteer coachee from across the organisation. We then support the leader in coaching that person.
- Master Coach Sessions** – we work with you to identify and match each participant to a master coach from our extensive list of executive coaches in Executive Central – 3 sessions are delivered.
- Self-Directed Learning** – we provide every participant with access to our interactive digital magazine (e-zine) and enrol them in our “Forget Me Not” program using a purpose-built app.
- Strengths Assessment** – we provide every participant with access to an individual Gallup Strengths (Clifton) assessment that is used during the master coach sessions to help support outcomes.

The below schedule provides an overview of how the program can be delivered to 2 (or more as required) cohorts in a seamless manner. The virtual delivery method enables us to minimise the time commitment of all participants and allows us to more effectively integrate 2 or more cohorts as required. Should you require face-to-face however, we have proven experience in making this work for you in a way that aligns to operational demands of your organisation.

If desired, we can also run this as one larger cohort which may simply require a longer time for delivery to ensure all coaching can be executed effectively but we would need to limit numbers to 20 per large cohort and a minimum of 10 for smaller cohorts.

With regards to the “Live Coachee” experience, we typically work with our clients as part of this program to identify individuals across their organisation who would be willing to volunteer to participate as a coachee and to receive “free” coaching. If this approach is not achievable internally in your organisation, we can work with you to consider alternative options such as Executive Central sourcing people to be coached. Additional charges may apply.



As outlined earlier in this document we wanted to provide this document as a start point for further discussion. While we do recommend Option 1 (given it is our standard offering and has been developed based on years of successfully delivering the program), we have two other options (ranging in the amount of content, sessions and subsequently costs) for you to consider as part of delivering an outcome that meets your needs and your budget.

The options are provided as suggestions only and we propose that we work with you to tailor the program as required and to combine any of these options into a more hybrid option if desired. I have also included a discount of 10% on our normal pricing in recognition of our relationship with you and our desire to build on that relationship with you over time.

Coaching will be undertaken by one of our experienced executive coaches who will be assigned after we apply a chemistry match.

OPTION 1 – Standard Program \$3850pp (exc GST)

Inclusions:

The complete option provides the following:

- **6 x 2-hour** Workshops (online or F2F - these are run in three week blocks - one week apart);
- **6 x** self-directed learning modules through a Digital Workbook (e-zine);
- **3 x 1-hour** Master Coach sessions with one of our highly experienced coaches;
- **4 x 1-hour** “Live Coachee” sessions where knowledge and skills learned through the program are applied (with full mentoring support provided one-on-one to coaches as required);
- **1 x Clifton Strengths Assessment** and debrief with an accredited coach;
- Each participant enrolled in our “**Forget Me Not**” Online Learning App ([click here for more](#)); and
- Ongoing access to Executive Central Resources: models, methodologies, programs, and materials for up to 12 months post-program via our Subscriber Portal.

OPTION 2 - Reduced Coaching Sessions \$3500pp (exc GST)

This option provides the same components as Option 1 above with the following changes:

- 2 x Master Coach Sessions (reduced from 3); and
- No ongoing access to the Executive Central Subscriber Portal for resources (models, methodologies, programs, and materials)

OPTION 3 – Foundations \$2750pp (exc GST)

This option provides the same components as Option 2 with the following additional exclusions:

- 1 x Master Coach Session;
- No enrolment in the “**Forget Me Not**” Learning App; and
- No ongoing mentoring support for coachee engagement



CONTACT

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