AGENDA

DAY ONE

MORNING

8:00  Welcome, Objectives, Agenda & Workbook, Ground-Rules
In this section the participants are oriented to the skill practice nature of the workshop. The fundamental purpose of the training is the increasing the readiness of participants to apply sound, coaching skills to helping others achieve positive long-term change in behavior.

Review Coaching Principles/Process/Behavioral Coaching Skills
The three key principles that underlie the coaching methodology are reviewed along with the skills the coach will help the leader learn to effectively use stakeholders are examined.

Setting Expectations through the Coaching Contract – Skill Practice Trios
The initial phase of a coaching assignment are reviewed with an emphasis on practicing using a coaching contract to set expectations for the coaching assignment.

Behavioral Goal Setting – Skill Practice Trios
This skill practice session deals with helping a leader with a balanced approach to choosing a specific behavioral goal through a thorough cost/benefit analysis.

12:00  LUNCH

AFTERNOON

Behavioral Rehearsal – Skill Practice Trios
This skill practice session deals with the ins and outs of conducting an actual rehearsal with a leader on how to communicate the start to an important conversation.
SMART START: Enrolling Stakeholders – Practice in Pairs
How to enroll stakeholders is demonstrated and practiced by the participants using various approaches (helping a leader prepare to enroll the stakeholders or enrolling the stakeholders as the coach)

Action Planning – Small Group Exercise
This skill practice session deals with how to turn stakeholder suggestions into actionable behavioral steps within a concrete monthly action plan

IMPLEMENTING SUGGESTIONS: Increasing the Focus
In small teams participants take a set of actual stakeholder suggestions and create an action plan that is shared with the other teams. This furthers the participants skill practice in ongoing Action Planning

Prep for Day Two
During the two-day train-the-coach the participants are led through what will be covered during day two along with their assignments for the summary labs (roles they will play during each lab – coach, leader/actor, observer/consultant

5:00
End of Day
DAY TWO

MORNING

8:00
Overview of Day Two
The flow of a yearlong coaching assignment is laid out to the participants along an outline of the activities for the day.

After Action Assessments – Skill Practice Trios
This skill practice session deals with an informal After Action Review of a week’s results from the Leader completing his/her Daily Checklist

Behavioral Reinforcement – Skill Practice Trios
This skill practice session deals with how to pay attention to here-and-now behavior while action planning with a leader who is being coached.

Reinforcing the Involving Stakeholder Process – Skill Practice Trios
This skill practice sessions involves reviewing with the Leader how the leader is following the Ask; Listen & Thank steps when checking in with Stakeholders

Preparing for the Mini-Survey
The Mini-Survey process is shown to and discussed by the participants. As a unique variation on the standard 360° feedback report, this is an important part of the measurement process to explain to a leader

12:00

AFTERNOON

1st Coaching Lab – Chosen by Participant
Each lab is chosen from a set of six possible labs where participants are allowed to practice a situation that best fits their needs for preparing to use the Stakeholder Centered Coaching process.

2nd Coaching Lab – Chosen by Participant
Each lab is chosen from a set of six possible labs where participants are
allowed to practice a situation that best fits their needs for preparing to use the Stakeholder Centered Coaching process.

3rd Coaching Lab – Chosen by Participant
Each lab is chosen from a set of six possible labs where participants are allowed to practice a situation that best fits their needs for preparing to use the Stakeholder Centered Coaching process.

Group Summary of Coaching Lab Experience
Participants come back from the Labs and a discussion takes place where the key learning is identified, and further questions are addressed

**Section 5 – Conclusions and Wrap-Up**

**FEEDFORWARD EXERCISE**
The participants engage in an exercise made famous by Marshall Goldsmith that gives a real-life experience in the process of involving others to help create a positive long-term change in behavior.

**Story Telling Set-Up**
The participants are instructed in how to construct a short and compelling story surrounding their experiences during this day of training. This skill practice deals with practicing the art of storytelling that is both clear and compelling.

**Summary Points**
Participants conclude their experience in the train-the-coach by answering the questions “What is clear to me now is…?” followed by “What I commit to do is…?” The program ends with an introduction to the Stakeholder Centered Coaching network and website

4:00

End of Day Two