



# Situational Coaching™

## *Creating Capacity in Others*

### Overview

Manager... Leader... Coach... most of you fill many roles every day. Achieving organizational objectives, supervising task accomplishment, creating capacity in others... all of these roles and responsibilities are important – all of them are challenging!

Through *Situational Coaching™* we would like to offer you a proven, professional process for creating capacity in others. Based on some of the powerful concepts of Dr. Marshall Goldsmith, *Situational Coaching™* gives you a method to help already successful people get even better!

### Strategic Outcomes

- Developing the capacity of your most important resource – your people
- Capturing the “magic” of the coach/candidate relationship – and the resultant rise in output
- Reversing the slide in employee loyalty
- Ensuring the future viability of your workforce
- Reducing expensive turnover of key staff
- Focusing on future performance through the magic of “Feedforward”

***“Receiving input on important, self-selected behaviors –  
as perceived by important, self-selected raters!”***

– Dr. Marshall Goldsmith



*Family of Situational Influence Models*

Leadership • Sales • Service • Parenting • Teams

## Program Description

This one-day program is designed for small to mid-sized groups. It is divided into four powerful modules, the last devoted entirely to your own personal coaching planner. There are a variety of ways to implement the process, depending on your unique needs; public workshops, in-house delivery and train-the-trainer with turnkey licensing – you do or we do!

*A Workshop Outline follows:*

### **The Relationship: What is Coaching What is Capacity?**

Manager/Leader/Coach

Investment and Implications: Missed Opportunity?

### **The Participants/The Process**

Chemistry 101/Aligning Expectations

The Competency Coaching Cycle

Where It Happens – The Situational Connection

How It Happens – Coaching Interaction Skills

### **The Human Interface**

Structured Skill Development (SSD) –

Establish/Identify/Select

Structured Skill Development (SSD) –

Develop/Review/Disengage

### **Applications and Connections**

Advance Organizer – Your Coaching Planner

Feedforward – Guided First Steps

## Extended Outcomes

- Understanding of the difference between goal achievement, task accomplishment, and the development of human capacity
- Finally, clarity around what coaching is – and what coaching is not
- Introduction to the known pitfalls of “the toxic coach” and “the toxic coachee”
- Education and application around the roles, relationship, process and practice of competency coaching.

## Program Specifications

### **Audience**

- Individual Contributors
- Supervisors
- Managers
- Coaches
- Executives

### **Prerequisites**

- Situational Leadership® – The Core is not required but strongly recommended before Situational Coaching™.

### **Delivery Options**

- License and in-house delivery
- CLS Trainers facilitate at clients’ sites
- CLS Public Workshops
- Tailored or customized

### **Length/Timing**

- Six to twelve hours typical
- Modular design – enriched or lengthened with content and application extensions

### **Follow-up**

- Situational Leadership® Applied
- Influence
- LEAD 360 Charting New Courses

### **Other Situational Programs**

- Situational Selling®
- Situational Service®
- Situational Parenting®

**For more information contact:**

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