



Rapid Coaching® Workshop for Executives

An exclusive offering of Leadership Unleashed®

This five hour workshop is ideal for already-effective executives who want to tap into the full potential of their people. Coaching skills help a leader delegate, listen, and mentor high potential/high capacity people more effectively, adding value and ROI to their efforts. Rapid Coaching training and follow up practices provide the leader more capacity to operate strategically, better utilizing their human resources. Topics covered in the workshop include:

- Benefits and value of leader-as-coach
- Whom to coach / when coaching works best
- How coaching works
- Coaching goals
- Coaching versus Feedback
- Coaching versus Directive Behavior
- Double-loop learning
- Coach listening: three listening levels
- How task and relationship affect coaching
- Coaching question construction
- Rapid Coaching methodology (e.g., Rapport, Goals, Barriers, Commitment, Accountability)
- Rapid Coaching templates
- Rapid Coaching experiential learning

Developed and Taught by David Peck

President, Leadership Unleashed, and Senior Executive Coach, Marshall Goldsmith Partners

Target (and maximum) Enrollment: 12 Leaders

Minimum Enrollment: 6 Leaders

Course fee: \$539 per Leader

Duration: 5 hours

Course fee includes optional two hours of conference calls post-training for reinforcement

Key benefits for senior executives:

- According to a study by the Saratoga Institute and PriceWaterhouseCoopers, failure to be coached is one of the top three reasons good people leave organizations. **A leader who continually improves their coaching skills will help retain their top talent.**
- Leaders often fail to challenge their team members to act independently, instead taking directive shortcuts “in the interest of time.” **Rapid Coaching enhances delegation by showing how coaching launches people into committed, independent, effective action.**
- Classroom skills training and on-the-fly experience alone are slow teachers. **A leader who makes coaching central to the time they spend on talent management and development helps turn new skills and experience into results.**
- According to empirical evidence, over 65% of the time leaders think they are listening deeply, they are instead distracted, waiting to get a point across, or otherwise not hearing clearly what is being said. **Rapid Coaching teaches listening the way coaches practice it, which allows the leader to take in information critical to making good decisions for the firm.**

For more information contact Leadership Unleashed at 1-877-834-4445



More About the Rapid Coaching® Workshop

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Specific Learning Outcomes:

Upon completion of the workshop, participants will be able to:

- Understand the fundamentals of coaching
- Utilize rapid coaching for staff development
- Employ coaching techniques in group situations and touch-base meetings
- Delegate more effectively, and understand the pitfalls of directive behavior
- Enhance retention of key direct reports
- Listen more effectively
- Enhance overall leadership effectiveness by leveraging human resources to a greater extent

Verbatim Participant Comments about the Workshop:

“First, I would like to share with you that I have found the Rapid Coaching Model to be very useful in the office and in the field. Since I have begun practicing the method on touchbases with my direct reports, our dialogs have become much richer and more productive. My reports are aware that I am modeling for them a form of Fierce Conversation, and they have shared with me that they have begun using the technique themselves on store visits.” - M.J., Luxottica Retail

“Thanks for the session I have used the rapid coaching method three times thus far and it is a slam dunk. It puts the issue on the table and requires closure . . . lovin it.” M.K., Luxottica Retail

“ Thank you for an incredible session and the opportunity you presented to the RVP's to change and improve our coaching skills. I have already begun using some of my new skills (particularly level 3 listening.)” R.R, Luxottica Retail

“Months later I still get requests to run your Rapid Coaching workshop for senior managers and their teams. They still talk about what they got out of your session. They expected another ho hum training dog-and-pony, and they were utterly and happily surprised that it's something that changed the way they lead.” H.C., head of Training and Development for a major Biotechnology Firm