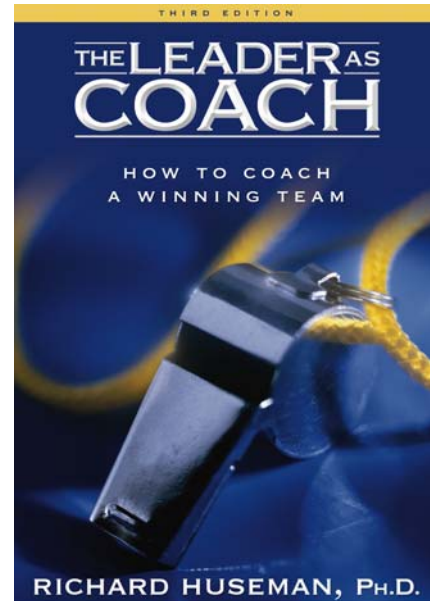


PROGRAM OVERVIEW

The Leader As Coach

Richard C. Huseman, Ph.D.



OVERVIEW

In this presentation based on his book, **The Leader As Coach: How To Coach A Winning Team**, Dick Huseman provides a highly motivational overview of why a coaching approach can give leaders the edge in terms of building high-performance and high energy teams. The ultimate goal of **The Leader As Coach** program is to help individual leaders build a coaching culture within their organization. It explains why having a coach allows people to receive the feedback and motivation to play at the top of their game. It also emphasizes how being a coach enables leaders to provide feedback and serve in a supportive role helping others make the most of their talent and potential. Program participants walk away with several real-world coaching tools and techniques that they can immediately begin implementing with their teams.

KEY ELEMENTS

- Leaders will learn about the advantages of a “coaching” approach versus a “managing” approach and how a focus on coaching is a viable and valuable means to building strong teams and a strong organizational culture.
- Leaders will have the opportunity to rediscover the effective power of teams via an engaging group exercise. This particular exercise is something that leaders can take back with them to use with their own teams if they choose.
- Leaders will be introduced to the value of a coaching culture built on high trust to inspire high performance.
- Leaders will learn how the ABC Behavior Model can be used to get the behavior and performance they want from their teams.
- Leaders will learn how they can leverage their communication style as they coach both individuals and teams.
- Leaders will learn specific techniques for coaching the various members of their team: Top Performers, Solid Performers and, especially, Low Performers.

INSTRUMENTS, EXERCISES AND MATERIALS:

- **Interpersonal Communication Style Survey** – this self-assessment survey is offered to all participants allowing them to assess their individual strengths as communicators. Time permitting, a group exercise follows allowing participants to discuss the benefits and possible challenges related to their individual communication strength(s).
- **The Personal Preferences Inventory** – this self-assessment survey is offered to all participants allowing them to assess their individual comfort level and adaptability to change. Time permitting, a group exercise follows allowing participants to discuss the challenges and opportunities related to leading a team of people through a period of change and/or transition.
- **The Spy Game** – a unique group exercise that emphasizes the nature and importance of trust in working relationships.
- **The Leader As Coach: How To Coach A Winning Team** – the book on which the presentation is based. The book serves as a personal reference tool for participants to use as they work to become successful coaches of their work teams. (additional cost applies)

TIME FRAME:

The Leader As Coach seminar can be tailored to fit a keynote, half-day or full-day sessions.

- **Keynote Speech** – a strong motivational focus on why coaching can be an effective and empowering approach to leadership. A brief overview of basic concepts will be offered but only very limited use of self-assessment instruments and exercises.
- **Half-Day Seminar** – a three to four hour presentation of the most prominent “Leader As Coach” concepts. Includes the use of the *Interpersonal Communication Style Survey* and *The Spy Game* exercise.
- **Full-Day Seminar** – a five to six hour presentation of all **The Leader As Coach** concepts and includes all self-assessment instruments, exercises and materials (excluding copies of **The Leader As Coach** book which can be purchased separately).

For more information, please contact:

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