

# COACHING FOR SUCCESS

---

BUILD THE  
SKILLS TO  
COACH  
OTHERS  
INTO  
ACHIEVING  
MORE



Coaching is a powerful way to lead others and effectively manage for performance and growth. It increases employees' capability and autonomy by supporting them in using (and relying on) their own capacity to discover solutions. This grows employee confidence and ability to take on more challenging tasks with less direction in the future. It also leads to higher levels of commitment, engagement, and personal accountability. These are great payoffs, so what makes coaching hard?

There are three common barriers that prevent managers from coaching effectively: mindset, skill, and time. This learning lab equips managers to address all three. It gives them a mindset makeover to address beliefs that get in the way of coaching and gives them the skills they need to effectively coach others to achieve more. It also looks at the day-to-day reality managers face, including constant deadlines, time pressures, and administrative overload. Participants explore these challenges and the realities of their own environment to learn the art of distinguishing when it is best to set direction, and when it is best to facilitate others in uncovering the path for themselves. Managers complete this course with the coaching expertise they need to improve performance, engagement, and overall results.



# THE EXPERIENCE

*Coaching for Success* equips managers to coach in a way that supports, inspires, and challenges employees to their maximum potential. It is a highly interactive learning lab that walks participants through the coaching process and builds tactical coaching skills through exploring a coach's four roles. It incorporates real-time demonstration and practice, application exercises, and ongoing classroom coaching from facilitators and participant peers. At the end of the course, participants have a new mindset about their role in coaching, and a deeper understanding of when to direct versus when to coach.

Engage employees by supporting them to solve their own problems and by challenging them to perform at their peak.

Over two days you will experience:

- **Intellectually rigorous content and practical models:** Learn from the latest research in neuroscience, positive psychology, and applied behavioral science to help others achieve their best and pursue ongoing growth.
- **Self reflection:** Self-reflect throughout the course to dive deep into personal beliefs that support or subtract from the effective use of coaching.
- **The art of noticing:** Listen below the surface and inquire to expand your understanding. Participants learn to use this skill in the context of systems thinking to hear broader dynamics at play.
- **Practice, practice, practice:** Adults learn best through experience and coaches coach best through practice. Practice coaching multiple times and multiple ways throughout the course.

## DAY 1 AGENDA

- Coaching defined
- Coaching process, skills, and roles
- Practice 1
- Conversation and listening tools
- Practice 2


## DAY 2 AGENDA

- Powerful coaching questions
- Practice 3
- Impact and accountability skills
- Practice 4
- Capstone coaching practice
- Commitment planning

# LEARNING OUTCOMES

This learning lab gives you the ability to...

- Use and understand the coaching process
- Discern when to coach and when to give direction
- Use the neuroscience behind behavior change to coach effectively
- Ask powerful questions to elicit insight from others
- Demonstrate active listening and notice things that matter
- Build employee accountability through focus and specific outcomes
- Support others in developing new skills and approaches to dealing with challenges



Our curriculum is based on years of expertise in coaching leaders, managers, and employees in multiple industries across the globe for greater performance. Our tools are honed from the latest thinking in performance management, neuroscience, organization development, and positive psychology.

# OUR DIFFERENTIATORS



## **Our curriculum is research-based and practical.**

We design this learning lab using cutting edge research, but make the content practical and applicable.



## **The learning is tailored and relevant.**

This lab narrows in on the role managers play in developing others and the skills they need to do so. We make the learning relevant by focusing on real-world application and surfacing examples from participants.



## **Our approach to coaching is unique.**

This lab is infused with our unique approach to coaching, which includes an emphasis on positive psychology and the four critical roles coaches play.



## **We support participants in realizing deep change.**

Tapping into new skills and capacity requires a deep, personal change journey. Our facilitators stretch and challenge participants with compassion to help them dive deeply into the mindset they need to succeed.



“I have an understanding of what it means to be a coach. I’m equipped to explore our Executive Director’s goals and dilemmas rather than tell them what I think they need to do.”

“The facilitators have deep expertise and create a great learning experience.”

OUR CREDS

100%

of participants agree the program is critical to success

4.8/5

program quality and effectiveness

**COACH OTHERS  
TO THEIR  
PEAK PERFORMANCE.**  
CONTACT US TODAY.



ChangeFusion helps organizations achieve change, define strategy, shift culture, and build the capacity of their leaders and people. We do it with hard-hitting business acumen, heart, soul, and style.

©2025 ChangeFusion, LLC. All rights reserved.