Coaching! An Intense Workshop for Development Leaders
A Virtual and Distance Learning Experience

Adapted to address the recent challenges we all face as managers and leaders, this rigorous, two-part workshop provides participants with a concentrated dose of coaching essentials in a fast-moving, highly interactive format. During each 4-hour session, participants will join a real-time, facilitator-led, virtual classroom and experience group discussion, video case studies, and opportunities for real-world application. The perfect jumpstart for new managers and a great refresher for management veterans, this workshop offers tools and techniques that you can apply on the job to coach your team to higher levels of performance—even from a distance.

Topics

Pre-work
Participants receive a pre-workshop assignment with instructions for accessing the virtual classroom, as well as questions for reflection and preparation to complete in-class activities.

Introduction
Utilizing participants' pre-work, this section forms an effective coach analysis and introduces four coaching fundamentals.

Special Feature: Leading in Times of Change
Participants learn tools and techniques for fostering resilience and leading team members in times of change and ambiguity.

Apply Coaching Tools and Concepts that Drive Higher Levels of Performance
Participants analyze metrics, discover ways in which inquiry enhances their coaching, and engage in interactive teamwork to explore their donor development challenge.

Offer Different People/Situations Different Types of Coaching
Participants examine the four cornerstone behavioral traits and how they can help in adapting participants' coaching styles, including what different traits might need to work effectively in the new "social distancing" environment. Participants also practice using the Coaching Grid and address their coaching challenge.

Provide Regular, Timely, Appropriate, and Productive Feedback
Participants explore four types of feedback, practice the instructive feedback process, learn techniques for managing difficult feedback situations, and discover how effective feedback can address their coaching challenge.

Plan for Action

Participants develop an action plan for applying new knowledge and skills to meet the coaching needs of their organization.

Structure

Classroom Engagements

Participants will attend two 4-hour sessions in a real-time virtual classroom. This experience features networking opportunities, application exercises, and interactive facilitator support. Participants should be prepared to attend both sessions, as this is not a webinar, and interactivity is essential to the success of the experience.

Technical Requirements

Participants should use the Adobe Connect application, following download instructions as prompted from the web browser of their choice. Participants should be prepared to use headphone speakers, a microphone, and a consistent Wi-Fi connection.

To learn specific technical requirements, participants will receive a technical guide as part of their pre-work package.