

navigational conversations™

STRATEGIC COACHING SKILLS FOR LEADERS



The **Coaching**
Mindset

Versus

The Problem
Solving Mindset



So WHY is COACHING RELEVANT?

A Recent Workplace Survey suggests that 87% of Employees are Not Actively Engaged In Their Jobs

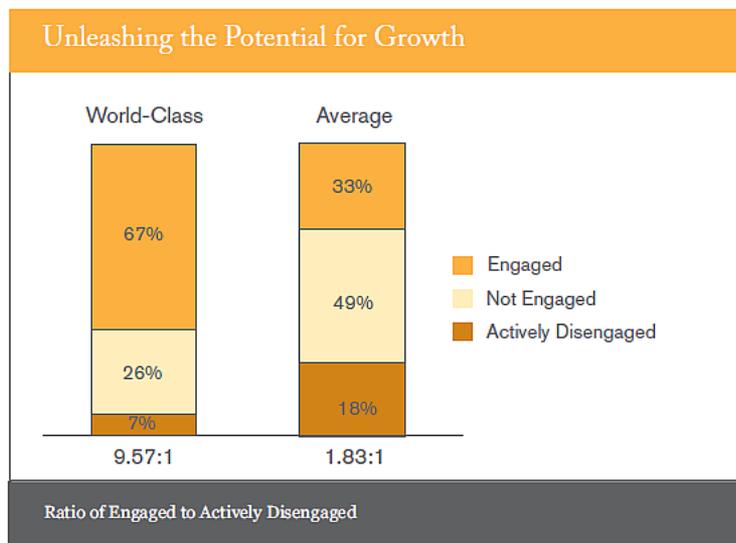
Forbes: March 2014

- **13% are engaged** and drive innovation
 - Work with passion, feel connected to their company and move the organization forward.
- **63% have checked-out** and are not-engaged
 - Sleepwalk through their workday.
- **24% are actively disengaged**
 - Undermine what their engaged coworkers accomplish.



Disengaged/Not Engaged
Employees outnumber
Engaged 2:1
Yet in World-Class
Organizations it is the
exact Opposite

Forbes: March 2014



Companies with engaged
employees see
240% improvement in
business results.

Forbes: March 2014





So Why are navigational conversations important?

- Provides leaders with the skills to unlock the talents and problem-solving abilities of others
- Too many managers are doing hands-on work themselves
- Need to harness the untapped potential in the workplace
- A fast & simple way to make the shift from problem-solving to leading & coaching



"It's one of the characteristics of a leader that he not doubt for one moment the capacity of the people he's leading to realize whatever he's dreaming."

Benjamin Zander TED2008



Who should attend and what will they learn?

Who Should Attend

- Supervisors, Managers and Organizational Leaders
- Anyone who is responsible for the development, growth & progress of others
- Those interested in enhancing their capacity to develop others through effective coaching conversations



What will they Learn

- Key principles that define successful coaching interactions
- The difference between the problem-solving mindset and the coaching mindset
- Where and when to use the tested and proven 5-step coaching model
- The Art of Conscious Listening; The Art of the Question; The Art of Telling
- How to provide effective positive, corrective & developmental feedback



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Your Expert Facilitator – John Cutler

With a coaching philosophy grounded in the key fundamentals of business and leadership, John specializes in catapulting already accomplished executives and their teams to the next level of personal and professional success. As a FocalPoint Coach, John challenges leaders to understand every aspect of their company, evaluate what makes them and their organization unique, and leverage the talents of each individual team member. His top-down approach to coaching has a ripple effect on the entire organization. When employees see their leaders re-energized and armed with the fundamentals of leadership, teamwork and personal effectiveness, the whole company – and its bottom line – benefits.

As a key member of the FocalPoint team, John focuses on building long-term trusting relationships with top leaders and their companies, helping them to successfully align priorities and maximize their potential. Backed by Brian Tracy and his internationally recognized suite of business tools, John has worked with leaders at companies such as Rescom Construction, Aecon, The Town of Drayton Valley, TransAlta, Prairie Mines & Royalty, SUN Media, Sherritt, Silent-Aire Manufacturing, Patterson UTI, JV Driver Projects, BCI Technologies, Apache Pipeline Products, Packers Plus, Bruin Instruments Corp., and Multichem.



Two Day Public Workshop, Nov. 27th & 28th , 2014

Day One

- Defining the Role of a Coach
- Coaching Conversation Model
- The Art of Conscious Listening
- The Art of the Question
- Coaching Practice

Day Two

- Coaching Conversation Model part 2
- Bridging the Gap
- Coaching Practice
- The Art of Telling
- Coaching Practice and Feedback

Program Cost

The Two Day workshop includes a participants' workbook and resource tools, an active and participative learning style, a continental breakfast, lunch and afternoon coffee break refreshments both days.

\$2,195 per participant (Discounts available for multiple attendees from the same company)

Location: Igloo Room, Commonwealth Stadium, Edmonton, AB



A Few Testimonials from Recent Workshops...

“John taught me to find the leader in me and how to find it in my people. Awesome job.”
Kevin Staigh, Electrical Manager, Slient-Aire Manufacturing

“I was skeptical about the ability of coaching to help a company reach its goals but I Do BUY-IN! It's a very good tool to unlock the potential of people.” Kelly Peach, Lead Field Service Tech, BCI Technologies Inc

“Great course! Companies are looking for ways to improve their bottom lines & this can help. Great for succession planning. John has excellent knowledge of the material and was able to show how to use the NavC material in real world situations.” Jennifer Perry, HR Manager – Prairies, Sonepar Canada

“This course is excellent!, John knows his material and presents it with confidence and understanding. After other different seminars, teaching, or conferences I'm usually tired. After this session I feel really energized and ready to face my challenges, mainly because I was given very powerful tools.” Jacob Grzywacz, Maintenance Superintendent, Prairie Mines & Royalty

“Exceptional, valuable, gives you a comfort level for future coaching sessions. The content was great, John was an excellent facilitator, and the mix between role playing, video, and content was laid out very well!” Shaun Polley, Director, Central Services, Noralta Lodge