

WORKSHOPS  
TRAINING  
RETREAT

UNLEASHING POTENTIAL:  
COACHING & COURAGE SKILLS FOR MANAGERS

A GOAL  
*worth achieving*  
is WORTH  
CHANGING FOR

*The Four Virtues of a Leader*  
Eric Kaufmann



DEVELOPING EXECUTIVE WISDOM



SAGATICA



## Scope of Training

### Unleashing Potential: Coaching Skills for Trainers and Leaders

If you have ever asked, “How can I be a better manager?” Then this is a program for you. Leaders must be able to motivate and engage employees to reach their highest levels of performance. Coaching is one of the most powerful tools that a leader possesses to develop team members who are not living up to their true potential.

Through hands-on instruction, group interaction, and the 4E learning framework, the *MT. SAC* management team will learn **what is coaching, when to coach, who to coach, and how to coach.**

*Unleashing Potential: Coaching Skills for Trainers and Leaders* can show you how to learn, apply and teach a proven model and method for coming up with actionable solutions.

This program's content and curriculum is modeled after the four pillars of adult learning:

1. **Explain** the concepts regarding coaching.
2. **Experiment** a coaching concept in a real-world setting.
3. **Explore** the lessons learned regarding the experiment and the insights achieved.
4. **Expand** the learning beyond the program into ways to apply it in future interactions.

### Unique Program Benefits

This program integrates **three levels** of learning. 1) It empowers the learner to understand **theories and concepts** relevant to the craft of coaching, 2) It focuses on **skill development** that ensures proficiency, and 3) It delivers **personal development** that applies to all management, leadership, and training aspects.

Unleashing Potential: Coaching Skills for Trainers and Leaders provides a space to:

- Enhance coaching skills through deeper self-awareness.
- Apply coaching for performance as well as development.
- Implement an organized, memorable, and repeatable coaching process.
- Leverage Emotional Intelligence (EQ) to improve coaching outcomes.
- Facilitate sustainable behavioral change.
- Enhance relationship management and trust building skills.
- Become skillful at conducting difficult conversations.
- Develop communication skills to facilitate organizational performance.
- Network and form lasting relationships with a diverse, talented individuals.



## Who Should Attend

This program is designed for managers who train, develop, coach or lead employees:

- Seasoned managers with experience in the field who wish to broaden their skill set and accelerate learning and results.
- New managers with an interest in enhancing their skills and value.
- Managers who wish to enhance their leadership capabilities.

This is a cohort program that integrates the knowledge and skills of the participants, and applies the best in Adult Learning principles. Eric Kaufmann uses coaching skills and practices in real-time, real-world situations rather than stale, pre-cooked scenarios. Our modules perpetuate manager and leader development while addressing *Leadership Coaching Foundation*, *Generating Awareness*, the *Process and Dynamics of Coaching*, and *Coaching Skills in Action*.

## Purpose

Coaching is defined as: ***a relationship that accelerates results and learning through trust, curiosity and collaboration.*** Our program enables your managers to effectively coach for performance and teach the same coaching skills to other managers.

## Outcomes

- Deep networking among peers committed to coaching and culture change.
- Learn the essentials of coaching with Sagatica's unique LASER framework, and new coaching skills that can be put to immediate use.
- Participate in a combination of small group interactions and live practice sessions that provide focused, feedback-rich learning environment.
- Build a results-driven plan with a powerful peer coaching process.
- Learn more about yourself and others. You will understand how your personal preferences affect coaching outcomes.
- Learn how to adapt your training and management style to individual circumstances and developmental states.

## Agenda

### COACHING, COURAGE, EMOTIONAL MATURITY

Professional Development target to:

- Engender greater "Predictive Strategic Thinking," EQ, Courage, and Leadership Skills.
- Prompt shift from "Watching from the balcony" to "Working the dance floor."

## Coaching for Results – Coaching Skills for Leaders

- An introduction to the Coaching Framework: engage, orient and apply.
- Assessing change readiness.
- Establishing coaching baseline: determine individual style, skill and methods.
- Leveraging powerful questions to create insights, buy-in, and commitment.
- Developing and maintaining trust in the coaching relationship.
- How personal mental models help or hinder the coaching process.
- Applying the Managing4Results™ model for optimal timing and focus.

### Program Facilitator



Eric Kaufmann is an author, facilitator and executive coach who guides leaders to go below the surface and beyond the obvious so they can think more clearly, make better decisions, and relate wholeheartedly.

Eric is President of Sagatica, a leadership advisory firm that guides leaders and teams to align and excel in the midst of personal or organization transitions. Clients include *Sony, SunPower, Verizon, T-Mobile, Genentech, Union-Tribune, Union Bank, and BAE Systems*. By blending Strategic Thinking with Zen Practices, Eric guides leaders to evolve and change, and upgrade their relationships, priorities, strategies, and competence.

Eric's book, *The Four Virtues of a Leader: Navigating the Hero's Journey Through Risk to Results*, explores the essential virtues shared by successful, passionate, and creative leaders and how they navigate through uncertainty and anxiety.

Eric's work is shaped from the crucible of his journey, which includes 17 years of leadership consulting and coaching, management roles at Fortune 100 firms, degrees in business and psychology, a quarter century of Zen practice, living in Israel and South Africa, teaching as a Master Scuba Diving instructor, working as a certified hypnotherapist, and even from living in a year-long retreat in an isolated cabin he built in the mountains of New Mexico.