

InCourage

Powerful Conversations



Bridges: Coaching conversations for engagement and results

In this highly experiential program, there is virtually no formal teaching. Instead, you'll be actively engaged in coaching conversations throughout – both leading and being coached. You will build on your existing communication skills with five critical coaching conversation skills, such as *asking powerful questions* and *listening for meaning beyond the words*. Other skills include responding, intuiting and acknowledging. Back in the workplace, you can use these skills in virtually any situation.



coaching conversations
for engagement & results

You'll also learn a unique six-step conversational structure to engage employees in taking ownership of their own performance. These six steps are:

- **Purpose** - what is this conversation about?
- **Current Reality** - where are you now?
- **Future State** - where do you want to be?
- **Options** - what is possible?
- **Action Plan** - what will you do?
- **Accountability** - how will you ensure you do what you say you'll do?

Outcomes

- Enhance your leadership ability
- Have more effective conversations
- Maximize employee engagement
- Acquire tools to drive greater results

With this structure, you'll discover a dramatic improvement in your ability to help employees bridge the gap between their current situation and a mutually desired future state.

The program recognizes that each participant has knowledge and experience in having successful conversations with employees, peers and superiors. This program taps into the wisdom in the room, promoting sharing of best practices, supplemented by the knowledge and experience of the facilitators.

Our facilitators ensure that your learning experiences are linked directly to your workplace issues by incorporating those issues into the conversations throughout the program.

One day followed by two half-days (with coaching support in between) | Indoor | 10 to 20 participants



Let us know how we can serve you!

Call toll free 1-888-392-6666

or visit our website at www.incourage.com

This program has been designed to allow for further customization based on your organizational issues. For further information, call us toll free at 1-888-392-6666 or visit www.incourage.com.