

Coaching Individuals, Managers and Teams

INSTRUCTOR-LED COURSE

A focus on strengths helps managers, leaders and teams understand how to position, develop and empower their people to meaningfully influence their workplace culture.

This in-depth, hands-on coaching course reshapes the conversation about the future of work. The new purpose of business — and the future of work — must include making the most of human potential.

Participants will learn a radically different way to help individuals, managers and teams boost performance and collaboration.

This three-day course helps participants advance their personal coaching style with innovative strategies, new techniques and tools, and thought-provoking experiences. They'll learn how to help individuals apply their greatest talents and strengths to enhance their relationships and improve their lives. And they'll discover how to help managers and teams incorporate strengths-based principles for greater engagement and performance.

Who Should Attend

This program is for people who lead coaching conversations, including independent professional coaches, corporate coaches, executive coaches, educators, leaders and managers.

What You Can Expect

During this course, participants will learn how to advance their techniques and effectiveness in:

- helping others use their talents and strengths to produce results and reach their goals
- understanding and applying theme dynamics — how talent themes combine to affect relationships, performance and business outcomes
- providing managers with techniques for boosting individual and team performance using CliftonStrengths
- empowering teams to achieve their goals and address challenges by using their collective strengths

Within a month after attending the program, you will have a one-on-one follow-up session with a Gallup strengths coach. Together, you will discuss how to apply and integrate the concepts you learned.

Professional Credit Hours

Participants who successfully complete this course can earn professional credit hours from ICF, HRCI and SHRM. For more information, contact CEU@gallup.com.

Program Format

This course is available in two instructor-led formats:

- in-person course
- virtual via Zoom

Prerequisites

Completion of Gallup's Successful Strengths Coaching course

Course Overview

Day One

Transformational Coaching
Digging Deeper Into CliftonStrengths Themes
Moving From Application to Development
Theme Dynamics

Day Two

Coaching Managers and Teams Requires a Strategy
Start With the Manager
Pursuing a Life Well-Lived
Coaching Practice

Day Three

Strategies to Help Clients Build a Strengths-Based Culture
Strengths-Based Coaching Activities for Teams
Commitments

Coaching Session With a Gallup Strengths Coach

This learning experience includes an individual 60-minute coaching session with a Gallup strengths coach. The session takes place by phone after the course.

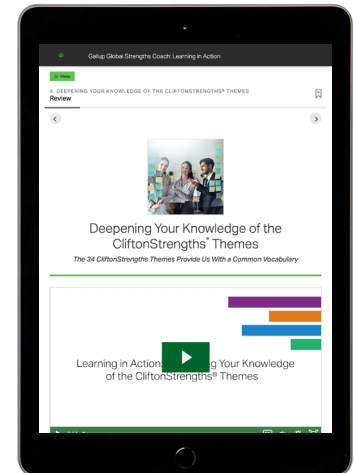
Online Requirements:

Participants join the live sessions using the Zoom plug-in (not the Zoom browser or mobile app). Participants must attend and have a microphone and headset.

Courses are conducted at Gallup locations worldwide and virtually via Zoom. Gallup can also deliver this course at your location for groups of 15 or more. Visit <https://www.gallup.com/learning> for upcoming dates, locations and tuition information. Contact coaching@gallup.com with additional inquiries.

Six Self-Paced Learning in Action Modules After the Course (45-60 minutes each)

to the course flyer.) Learning in Action modules help participants implement what they have learned and continue their development as a strengths coach after the course. Modules include suggested actions, study guides, sample coaching conversations, illustrations, suggestions for using coaching tools and more. Participants have access to this content for two years to revisit as they apply their coaching skills and expand their experience.

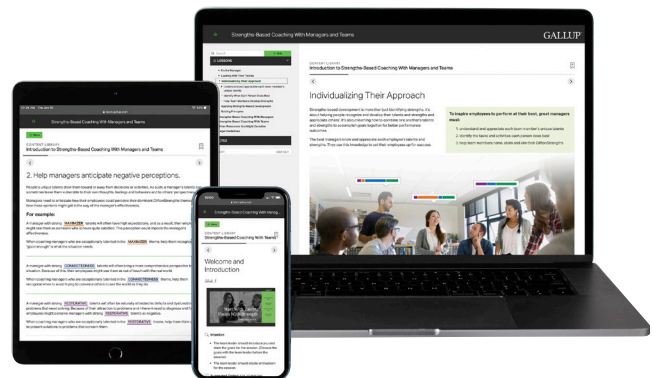


Strengths-Based Coaching With Managers and Teams Kit

This digital kit will help participants incorporate successful strategies and tools into their coaching to help managers and teams maximize their individual and collective talents to reach desired performance outcomes.

This kit includes:

- an introduction to the most important factors in creating a strengths-based team and a manager's vital role in this process
- content and resources to support coaching managers and teams
- tools and resources to help a coach lead strengths-based coaching activities for teams



Additional Learning and Coaching Tools

- Learning journal or course companion guide
- Downloadable coaching tools available only to course participants:
 - Mining for Strengths Worksheet
 - Theme Map Worksheet
 - Gleaning Insights From Your Theme Dynamics
 - The Strengths Wheel Worksheets (Five and 10 Wheel)
 - Background Data for Coaching Form
 - Winner's Card Template
- Paired Up Booklet (an examination of theme dynamics)
- Insights for Coaching Managers
- Theme Dynamics Cards
- Openings/Discussion Cards
- CliftonStrengths Theme Similarities and Differences Cards