



Diane Foster & Associates

Effective Professional Guidance in Challenging Times

Facilitating "Real Time" Results for Leadership Competency Development

GEARED TO: Organization Leaders, Training Specialists, Executive Coaches, and HR Specialists working to support Leaders in their development

LOGISTICS: Mondays, between September 17 and October 29, 2018 by ZOOM Video Conference 4:00-5:30 P.M. PDT (*Missed sessions made up by video-tape review*)

FORMAT: Seven rich 90-minute training and action-learning sessions. Each session includes instructor presentations on successful practices in use of results-oriented coaching and leadership competency-building resources for advancing leadership and bottom-line results. Participants coaching practice and facilitated Q&A included. Using your own development goals as a coach leader, you learn and work with resources to understand how to work ever more effectively with your own clients to support their results.

What You Get:

- **20 CCE units (12.5 Core Competency/8 RD)** with your full participation
- Training material to include Power Point presentations and complimentary leadership competency-building resource units, a sample Development Plan and Evaluation Log for personal reference and work with your clients to ensure development goals and success with coaching agendas.

Participant's Commitment:

- **Fee: "Early Bird" (before September 5th, \$499)**
- **Regular price: \$599**
- Skill-Building Coaching Practice Homework between each session with resources for your personal coaching development and to use with the leaders you coach

- Your full participation in each session (missed classes may be made up by video-tape review)

Admission Requirements:

- Basic knowledge of coaching—Accredited coach training a plus, and works with all previous coach training models.
- Experience in working in organizations, and organization development desirable, but not required.
- Receipt of Payment, application, interview with instructor, Diane Foster.

Series Curriculum:

1. Monday, September 17

Orientation and Working with a Systems Approach: "Who Are We as Leaders?"

(Introductions; Review of ICF competencies for Facilitating Results, Leadership Competency Model Materials, Systems Theory, and Organization Development)

SKL Resources: SKL Self-Analyzer; Development Plan

2. Monday, September 24

The Best of Individual Development

(Review of Development Planning goals and issues. Practice coaching)

SKL Resource: Evaluation Log

3. Monday, October 1

Leadership and Crucial Conversations Part One: "Getting Congruent with Out Client"

(Developing Communication in Coaching with Leaders)

SKL Resource: Communicator Role

4. Monday, October 8

Leadership and Crucial Conversations Part Two

(Working on best practices in coaching for Managing Conflict)

SKL Resource: Managing Conflict

5. Monday, October 15

Best Practices for Working on EI with Leaders

(Executive Assessment; Brain research and Neuroplasticity; Best practices for working with Self-Awareness)

SKL Resource: Self-Awareness

6. Monday, October 22

Coaching on "Managing Time and Priority Setting" in our ADD Culture

SKL Resource: Setting Priorities

7. Monday, October 29

Facilitating Results with Strategic Thinking and the "Bottom Line" in Mind. Capstone Review of all material covered.